

Positive Futures: Achieving Dreams. Transforming Lives

Northern Ireland · Charity number 101385

Details

Known as Positive Futures

Status Received

Company number [29849](#)

Registered 2015-02-06

Register [View on the Charity Commission for Northern Ireland register](#)

Contact

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Bangor
Co Down
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Website www.positive-futures.net

Activities

Purposes: The objects of the Charity are: -to enable children and adults with a learning disability, acquired brain injury or autistic spectrum condition and their families and carers to take control of their lives; - to provide support to individuals enabling them to live full and valued lives within their local communities; - to promote the rights and equality of beneficiaries and in so doing advocate for changes that people need and want; - to pilot and provide a range of innovative care and support services which meets the identified needs of beneficiaries; - to educate and raise awareness among the public of issues pertaining to people with a learning disability, acquired brain injury or autistic spectrum condition; -such other exclusively charitable purposes according to the law of Northern Ireland, for the beneficiaries as the Trustees may from time to time decide.

What the charity does: The advancement of health or the saving of lives, The advancement of citizenship or community development, The relief of those in need by reason of youth, age, ill-health, disability, financial hardship or other disadvantage

How the charity works: Accommodation/housing, Advice/advocacy/information, Community development, Disability, Human rights/equality, Volunteer development

Who the charity helps: Carers, Children (5-13 year olds), Learning disabilities, Men, Parents, Physical disabilities, Preschool (0-5 year olds), Sensory disabilities, Voluntary and community sector, Volunteers, Women, Youth (14-25 year olds)

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£16,420,802	£16,057,737	£2,196,907	636

Trustees

Name	Role	Appointed
Carol Workman		
Gareth Hetherington		
Jemma Dawson		
Judith Blair		
Karl Vidamour		
Mairead Mitchell		
Mary Bryce		
Peter May		
Peter Woodhead		
Stephen Cross		
Steve Close		

Positive Futures: Achieving Dreams. Transforming Lives

Northern Ireland - Charity number 101385

Accounts

**Positive Futures: Achieving Dreams.
Transforming Lives.**

**Annual report and consolidated financial statements for
the year ended 31 March 2025**

Registered No: NI 029849

Annual Report

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Trustees and advisers

Trustees

John Alexander
Mary Bryce
Stephen Cross
Gareth Hetherington (from 9 April 2024)
Mairead Mitchell
Amanda Slevin (from 9 April 2024)
Laurence Taggart
Austin Treacy
Peter Woodhead
Carol Workman

Directors Team

Chief Executive	Agnes Lunny
Executive Director	Paul Roberts
Finance Director	John Carew (until 30 April 2025) Ian Todd (from 27 June 2025)
HR Director	Christopher Perry
Operations Director (NI)	Siobhan O'Donnell (from 19 March 2024 – 26 July 2024) Donna Johnston (from 4 November 2024)
Operations Director (IRL)	Kerry Mallon
Corporate Services Director	Joanne Corcoran (until 31 May 2025)

Secretary

Dawn Morrow

Auditors

Sumer Auditco NI Limited
Chartered Accountants and Statutory Auditors
Glendinning House
6 Murray Street
Belfast
BT1 6DN

Solicitors

Worthington Solicitors
2 Court Street
Newtownards
BT23 7NX

Edwards & Company Solicitors
28 Hill Street
Belfast
BT1 2LA

Bankers

Danske Bank
Bloomfield Shopping Centre
South Circular Road
Bangor
BT19 7HB

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2025

Investment Advisors

Quilter Cheviot
Montgomery House
29-33 Montgomery Street
Belfast
BT1 4NX

Registered Office and Head Office

2b Park Drive
Bangor
BT20 4JZ

Registered name of Charity

Positive Futures: Achieving Dreams. Transforming Lives.
Registered with the Charity Commission for Northern Ireland: Charity Number: 101385
Company Number: NI 029849

TRUSTEES' REPORT

The Trustees present their report and the audited accounts for the year ended 31 March 2025. The Trustees' Report also incorporates the requirements of a Strategic Report as required by legislation.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Positive Futures (NI) was first established on 2 October 1995 and was initially called United Response NI. We changed our name to Positive Futures in 2002 and have a Memorandum and Articles of Association which established our objects and powers, and we are governed under its Articles of Association. We are a company limited by guarantee (CRN NI 29849) and are a registered charity with the Inland Revenue (charity number XR28291) and the Charity Commission NI (CCNI 101385). The address of the company's registered office, which is also its principal address, is given on page 4.

The charity is managed by a Directors' Team, headed by the Chief Executive, which operates within the authorities as delegated by the Trustees and detailed in the Delegated Authorities Policy. The governing body is the Board of Trustees whose members are also directors for the purposes of company law. Members of the Board of Trustees are elected by other Trustees and have responsibility for ensuring that the charity is performing well, is solvent and complies with all its obligations. The Directors' Team reports to and attends Board and Committee Meetings.

The Board is comprised of a Chair, Vice-Chair and Trustees with skills in HR, Education, Learning Disability Services, Building Surveying, Law, Finance, Justice, the Environment, Economics and lived experience. At the time of writing there are 10 Board members. Members of the Directors' Team and the Board of Trustees are listed on page 3.

The Trustees have put in place a formal risk management framework for the charity to identify the major risks that the charity faces and establish systems to manage and mitigate those risks.

The principal decisions taken by the company during the financial year are considered carefully by Trustees with regards to the need to foster business relationships with suppliers, customers and other stakeholders, including the people we support, our funders and the wider community.

Members of the Board of Trustees receive no remuneration. Where claimed, expenses are reimbursed.

New Trustees are invited to meet with the Chair and the Chief Executive and are provided with an induction which includes clarification of roles, responsibilities and expectations of Trustees. The charity has a "Trustees Contact with Services Policy" which details the relationship between Trustees and the wider organisation and the expectation that Trustees will meet and spend time with staff and the people we support.

The arrangements for setting the pay and remuneration for the charity's Chief Executive and Executive Director lie with the Remuneration Committee of the Board of Trustees; this comprises three Trustees, one of whom is the Chair. In determining pay levels, the Committee benchmarks with equivalent market rates of pay, terms and conditions.

The Code of Good Governance (NI) and Charities Governance Code (IRL) set out the principles and key elements of good governance for the Boards to follow.

In 2024, Positive Futures launched our Positive Plan (i.e. our Corporate Plan) 2024-28.

Subsidiaries

Positive Futures (NI) is the ultimate controlling party of three subsidiary companies: Positive People (NI) C.I.C., Positive Futures: Achieving Dreams. Transforming Lives. CLG (Positive Futures (IRL)), and National Association of Housing for Visually Impaired Company CLG (NAHVI). Positive Futures (IRL) is the immediate controlling party of NAHVI.

An application to strike off and dissolve Positive People (NI) C.I.C. was submitted to Companies House in February 2024 and we received confirmation that Positive People was dissolved on 14 May 2024. The details of these subsidiaries are provided in note 12 in the accounts.

TRUSTEES' REPORT (continued)

The Trustees of Positive Futures (NI) are responsible for the Group's overall strategic direction.

REFERENCE AND ADMINISTRATIVE DETAILS

The details of the charity, Trustees, Chief Executive and Directors Team to whom the Trustees delegate day to day management of the charity, together with other relevant professional organisations who provide services and advice to the charity, are listed on pages 3 to 4.

Statement of recommended practice

The accounts have been prepared in accordance with applicable accounting standards, the Companies Act 2006 and the Statement of Recommended Practice ("SORP") 'Accounting and Reporting by Charities (FRS 102)' and in accordance with Financial Reporting Standard 102.

Trustees' responsibilities

The Trustees are required by company law to prepare accounts for each financial year that give a true and fair view of the state of affairs of the company at the end of the financial year and of the surplus or deficit of the company for that year.

The Trustees confirm that suitable accounting policies have been used, and these have been applied consistently, and reasonable and prudent judgements and estimates have been made in the preparation of the accounts for the year ended 31 March 2025. The Trustees also confirm that applicable accounting standards have been followed and that the accounts have been prepared on the going concern basis.

The Trustees are responsible for keeping proper accounting records, for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

OBJECTIVES AND ACTIVITIES

Our charity's purposes, as set out in the objects contained in the Company's Memorandum and Articles of Association, are to:

- enable children and adults with a learning disability, acquired brain injury or autism and their families and carers to take control of their lives;
- provide support to individuals enabling them to live full and valued lives within their local communities;
- promote the rights and equality of beneficiaries and in so doing advocate for changes that people need and want;
- pilot and provide a range of innovative care and support services which meet the identified needs of beneficiaries;
- educate and raise awareness among the public of issues pertaining to people with a learning disability, acquired brain injury or autism; and
- such other exclusively charitable purposes according to the law of Northern Ireland, for the beneficiaries as the Trustees may from time to time decide.

The aims of our charity are to support children and adults with a learning disability, acquired brain injury or autism to lead full and valued lives in their own communities.

Social investment does not form a material part of the Group's charitable and investment activities.

Public benefit statement

The Trustees have had regard to the Charity Commission's statutory guidance on public benefit.

The direct benefits which flow from our purposes include:

- The promotion and improvement of individual health and wellbeing and family-life by providing person-centred support services to reduce stress and negative impacts for families and individuals.

TRUSTEES' REPORT (continued)

- The promotion and improvement of individual wellbeing and an independent active lifestyle within the community, improving feelings of individuality and self-worth.
- Raising awareness of the issues affecting our beneficiaries to promote knowledge, understanding and to challenge disadvantage and discrimination thereby creating a more welcoming inclusive society.
- The provision of more person-centred support services which will improve individual wellbeing, family life and feelings of community inclusion.
- Raising awareness of the issues affecting our beneficiaries to promote knowledge, understanding and to challenge disadvantage and discrimination thereby creating a more welcoming inclusive society.

Who used and benefitted from our services?

Positive Futures, Northern Ireland (NI)

In 2024-25, Positive Futures (NI) provided the following services:

- **Adult services** – supported living and peripatetic housing support, residential short breaks, shared lives services, day opportunities and services for people who are deaf and who have a learning disability.
- **Children and young people's services** – children and family support services, including the Autism Outreach Service.

During the reporting period, Positive Futures (NI) provided direct support to 351 people (this figure includes time-bound support delivered by our Autism Outreach Service, Lakeland Family Support Service and Arches Family Support Service). During the reporting period, the number of people supported through our supported living services and peripatetic services was 113 (during the year, 4 people we support sadly died). These are long term support arrangements which, in the main, support people with complex needs and require significant staffing levels.

In addition to the 351 people directly supported throughout 2024-25, the families and carers of these individuals also benefitted indirectly from the support provided.

Positive Futures, Ireland (IRL) and National Association of Housing for Visually Impaired (NAHVI)

In 2024-25, Positive Futures (IRL) and NAHVI provided the following services:

- **Adult services** – supported living, community support, day opportunities, residential and HomeShare / short break services.
- **Children and young people's services** – community support services and HomeShare / short break services.

During the reporting period, Positive Futures (IRL) and NAHVI provided direct support to 121 people. During the year, there was some fluctuation in the number of people supported by our Mo Shaol (HomeShare) service. 31 people were supported through our supported living services. These are long term support arrangements which, in the main, support people with complex needs and require significant staffing levels.

In addition to the 121 people directly supported, the families and carers of these individuals also significantly benefitted from the support provided.

Ensuring our work delivers our aims

Positive Futures has a Group governance framework which sets out the values, culture, and systems through which Positive Futures (NI) and its subsidiaries are answerable to, and engage with, the people we support, funders, the public and other stakeholders.

To direct and guide the organisation's objectives and activities, Positive Futures (NI) and its subsidiaries have an over-arching Corporate Plan, from which annual business plans are developed. The Corporate Plan outlines the long-term strategic aims for the organisation and the annual business plan links our operational activities to our Corporate Plan. The annual business plan includes objectives specific to the work of each company within the Group.

TRUSTEES' REPORT (continued)

We review our aims, objectives and activities each year to see what we have achieved and the outcomes of our work. We check the success of each key activity and the outcomes for the people we support, their families and carers. This helps us to ensure that what we are doing remains focused on our stated purposes and for the public benefit.

Our Corporate Aims

Our Positive Plan 2024-28 outlines that we want to provide even better support to even more people across the island of Ireland. To do this, we will continue to:

- Provide excellent support to help people to live the life they want
- Get and keep the best staff;
- Build strong and resilient staff teams;
- Be the provider of choice;
- Grow and diversify our services;
- Improve our internal systems to help us work smarter;
- Build on our positive reputation and extend our influence;
- Continue to innovate and build on our 'can do' approach; and
- Ensure our continued financial sustainability.

Our four Corporate Aims and Corporate Objectives in our Positive Future 2024-28 are summarised in Figure 1.

Figure 1: Our Plan on a Page – Our Corporate Aims and Objectives

Corporate Aims	Our Corporate objectives
Provide even better support	<ol style="list-style-type: none"> 1. Implement a new person centred (PC) framework. 2. Enhance our PBS through the development of new research partnerships and accreditation to position ourselves as a market leader and to generate a PBS income stream.
Ensure we get, keep and develop the best staff	<ol style="list-style-type: none"> 3. Deliver our Employer of Choice Strategy to improve how we find, keep, develop, recognise and reward staff.
Improve, innovate, influence and grow	<ol style="list-style-type: none"> 4. Implement a new system to support Operations, integrated with HR & Payroll and introduce a dashboard-based reporting system for managers on key organisational metrics. 5. Deliver a PR, Marketing and Communications strategy to increase awareness of Positive Futures. 6. Streamline and further strengthen governance. 7. Deliver a Positive Green Strategy to achieve measurable positive impacts for our stakeholders, our organisation and our planet.
Maintain and enhance funding levels to deliver even better and even more support	<ol style="list-style-type: none"> 8. Increase our financial viability, maximising income and implementing plans for long term and sustainable growth.

Each of our corporate aims is supported by a set of targeted objectives that translate our strategic vision into focused, actionable priorities.

Corporate Aim 1: Provide even better support

1. By March 2028, we will have implemented a new Person Centred (PC) Framework including outcome reporting for 100% of people we support.

TRUSTEES' REPORT (continued)

2. By March 2028, we will have enhanced our Positive Behaviour Support (PBS) through the development of new research partnerships and accreditation of PBS training programmes in order to improve people's lives, to position ourselves as market leader within the field and to generate a PBS income stream.

Corporate Aim 2: Ensure we get, keep and develop the best staff

3. By March 2028, we will have improved how we find, keep, develop, recognise and reward staff through delivery of an Employer of Choice Strategy.

Corporate Aim 3: Improve, innovate, influence and grow

4. By March 2028, we will have implemented a new system to support the delivery of operations, integrated with HR & Payroll and introduced a dashboard based reporting system for managers on key organisational metrics.
5. By March 2028, we will have increased awareness of Positive Futures through delivery of a PR, Marketing and Communications strategy.
6. By March 2028, we will have streamlined our governance structure and arrangements across all 3 Boards and delivered our 2024-28 Corporate Plan, achieving minimum 90% of planned success measures across all corporate objectives.
7. By March 2028, we will have achieved positive and sustainable changes for our stakeholders, our organisation and our planet through delivery of our Positive Green Strategy, including achieving annual carbon reduction targets.

Corporate Aim 4: Maintain and enhance funding levels to deliver even better and even more support

8. By March 2028, we will have increased our financial viability in both NI and IRL, maximising income and implementing plans for long term and sustainable growth so we can provide even better support to even more people.

ACHIEVEMENTS AND PERFORMANCE

We made meaningful progress this year towards achieving our objectives for year one of the Corporate Plan. Progress is detailed below:

Objective 1: Person Centred Framework

A key milestone was the appointment of a Person Centred Lead, who will champion person centred practices across the Group. The individual is due to commence their role in 2025.

Significant progress was made in implementing the Outcomes Star – a digital tool designed to help individuals identify personal goals and track progress toward achieving them. This year, we met our target for every person supported by Positive Futures IRL and NAHVI to complete a baseline Outcomes Star, while 89% of the people we support in NI had baseline stars by the end of the year. The remainder will be in place early in the next financial year.

An annual progress report was presented to Trustees in December 2024, outlining achievements to date. Future reporting arrangements were agreed and will be led by the Person Centred Lead.

Objective 2: Positive Behaviour Support (PBS)

A focus for this year was to ensure a full PBS team was in place. As of 31 March 2025, one Senior PBS Specialist role remained unfilled. Recruitment efforts are ongoing to appoint to this key role.

Substantial work was completed to align every individual's Person Centred Portfolio and Positive Behaviour Support Plan with the Crisis Prevention Institute framework.

TRUSTEES' REPORT (continued)

The CPI Foundation Safety Intervention training was successfully delivered to staff in all services. In addition, CPI compliance metrics have been included in monthly Learning & Development reports to ensure alignment with mandatory training requirements.

Objective 3: Finding and Keeping Staff

Strong progress was made this year across key workforce and organisational development priorities:

- A comprehensive benchmarking exercise was completed, covering both Head Office and frontline roles. This will provide a solid foundation for future workforce planning and reward strategies.
- The Employer of Choice Working Group was successfully established, comprising senior managers and Trustees. The group will champion initiatives to enhance organisational culture and staff experience.
- A training needs analysis was completed for every department, enabling targeted learning and development planning across the organisation.
- Progress with developing values-based recruitment arrangements was delayed, with implementation of all initiatives, such as a bank of interview questions and revised interview format, to be progressed in the next financial year.
- The success criterion of 95% completion of Person Centred Supervision (PCS) meetings could not be formally assessed due to the absence of central summary data. This will be reviewed as part of future reporting improvements.
- Vacancies reduced to 12% (target was < 13% by March 2025) for established NI services (delivering support for over 6 months) and initiatives were identified to further reduce vacancies.

Objective 4: Systems

One key success criterion for this year was to ensure all staff have access to IT skills training on core system functionality. Progress towards this has been steady, with IT clinics being conducted for some staff, and system user guides being circulated to all staff to support their understanding of core systems. LinkedIn Learning has been purchased and is scheduled for roll out by end of 2025. This platform will provide comprehensive training on Microsoft products and other relevant IT skills.

The second goal for this year was to deliver additional management training to 90% of managers to enhance the implementation of our risk and quality processes. We exceeded our initial target, with all managers receiving training on our risk management system. Feedback was also sought from managers on our current risk management arrangements which will inform our planned update to our policy and procedure in the next financial year.

Objective 5: PR, Marketing and Communications

There was limited progress against this objective as recruitment to the Head of PR, Marketing and Communications was delayed and did not take place during the year. In addition, implementation of a Customer Relationship Management system was put on hold and will proceed once the new postholder is in place.

Objective 6: Governance

A draft Vision statement was developed, and the Group's Mission and Values were updated. These will be presented to the Board of Trustees in 2025 for formal approval prior to issue.

Progress was made to align the Boards of Positive Futures IRL and NAHVI, which includes the transfer of NAHVI's care and support function to Positive Futures IRL in September 2025. NAHVI's sole focus is now that of an Approved Housing Body.

The governance structure for the NAHVI Approved Housing Body was reviewed. An action plan was put in place and steady progress was made to ensure full compliance with the Approved Housing Bodies Regulatory Authority's (AHBRA's) standards, including the introduction of a set of housing-related policies. In November 2024 NAHVI successfully achieved registration with AHBRA.

TRUSTEES' REPORT (continued)

Finally, the focus of our efforts under this objective was to agree a revised organisational management restructure, with changes to existing staff reporting arrangements commencing in March 2025. Work has also begun to prepare to recruit to several new strategic roles, including the Person Centred Lead, Head of Digital and Analytics, and Head of PR, Marketing and Communications as previously referenced. These appointments are critical to ensuring the organisation is adequately resourced to deliver on our corporate objectives.

Objective 7: Positive Green Strategy

Climate awareness training and capacity building for identified staff was successfully piloted in partnership with Keep Northern Ireland Beautiful (KNIB). In parallel, accessible awareness-raising resources and workshops were co-developed and piloted by KNIB with some of the people we support.

The first annual review of the Position Statement on climate change was completed, reaffirming our commitment to environmental responsibility.

The 2024-25 Energy Savings Opportunity Scheme (ESOS) action plan was largely implemented, with all planned actions completed except for the installation of solar panels at two premises owned by the NI company. This work is expected to be completed by the end of 2026.

We did not deliver a Positive Green Workshop for Directors and Trustees as planned, but this is being organised for autumn 2025. Following this, a dedicated Positive Green Team will be formally established to oversee the delivery of the organisation's "Positive Green" strategy.

Objective 8: Financial Viability and Sustainable Growth

We made good progress this year in relation to contract reviews, costing, and financial reporting. All existing contracts were assessed to identify any contract which doesn't meet our threshold of "breakeven or better".

New contracts are now costed using an updated template to ensure full cost recovery. The costing process has been streamlined to support faster turnaround times for operational requests, with a tracker being implemented to support oversight of this.

Growth and housing strategies for the organisations within the Group will be developed and progressed in the second year of the Corporate Plan.

FINANCIAL REVIEW

Positive Futures (NI) receives contract funding from a range of statutory organisations including all five Health and Social Care Trusts in Northern Ireland. Our supported living, peripatetic housing support and shared lives services also receive funding from the Northern Ireland Housing Executive Supporting People Programme. In addition, we receive income from grants, foundations, charitable trusts, individuals and community fundraising activities to fund specific projects.

The subsidiary companies in Ireland receive funding from the HSE for the provision of supported living, community support, day opportunities, residential and HomeShare services.

Details of the Group and company results for the year including our income and related expenditure, balance sheet and the related notes can be found on pages 17 to 34.

As a Group, income has increased to £22,966,381 (2024: £20,746,728). The growth has come from all 3 organisations in the Group.

In Northern Ireland, we continue to operate in a challenging environment with increasing costs and continued pressure from funders to deliver efficiencies in the services we provide. However, during the year we have increased the number of people we support in supported living services and income has also increased by £1,278,025 to £16,420,802 (2024: £15,142,777).

TRUSTEES' REPORT (continued)

As is the case for all social care providers in Northern Ireland, we continue to face significant challenges in the recruitment and retention of skilled staff required for the delivery of high-quality services. This resulted in continued spending on agency workers of £790,075 (2024: £1,459,487).

Following changes in the values of our investments, we recorded a loss of £2,816 (2024: gain of £41,773). Investments are reflected on the Balance Sheet at market value at 31 March 2025. The charity holds investments for income and for long term gains.

The Trustees report a surplus across the Group of £451,397 (2024: deficit of £310,440).

The total Group funds at 31 March 2025 were £8,657,889 (2024: £8,206,492). The total funds held for restricted purposes is £3,332,081 and, of the unrestricted funds, the Trustees have designated £2,410,748. Details of this are shown in note 17.

The Trustees are confident that despite the continuing challenging environment, the Group remains in a good financial position.

The main financial risks the Trustees have identified are outlined in the Key Risks and Uncertainties section of this report.

Internal financial controls

The Board of Trustees has overall responsibility for ensuring that the company has in place an appropriate system of internal controls, financial and otherwise, to provide reasonable assurance that:

- the company is operating efficiently and effectively;
- its assets are safeguarded against unauthorised use or disposition;
- proper records are maintained, and financial information used within the company or for publication is reliable;
- the company complies with relevant laws and regulations.

The company's systems of financial control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss.

Statement of disclosure to auditors

The Trustees confirm that:

- So far as the Trustees are aware, there is no relevant audit information of which the company's auditors are unaware.
- They have taken all the steps that they ought to have taken as members in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Key risks and uncertainties

Positive Futures' approach to risk management is guided by the Code of Good Governance (NI), the Governance Code (IRL) and other professional best practice and takes full cognisance of the context and environment in which we operate. Our approach is not designed to eliminate all risk, rather to balance control, cost of control and appropriate risk taking. We have a risk management policy and procedure which clearly defines roles and responsibilities and details procedures for risk identification, monitoring, reporting and escalation of issues.

During the reporting period, the Corporate Risk Register was managed by the Corporate Services Director and owned by all Directors. The Corporate Risk Register is reviewed at each of the meeting of the Board of Trustees (in both Northern Ireland and Ireland). Workforce and funding pressures remain as two key risks throughout the year. Mitigation measures are in place across all identified risks, including strengthened oversight, targeted action plans, and ongoing engagement with stakeholders to ensure transparency and responsiveness. All other risks, including all risks associated with NAHVI, were being managed at a departmental or service level.

TRUSTEES' REPORT (continued)

Employee involvement and equal opportunities

Since its inception, Positive Futures has had an Equal Opportunities Policy in place which is reviewed and updated as necessary. This Policy outlines our commitment to the promotion of equality of opportunity in all aspects of employment and volunteering. Equality is a core value of our organisation and underpins everything we do. We oppose all forms of unlawful and unfair discrimination. All job applicants, staff and others who work for us are treated fairly and are not discriminated against on any grounds (e.g. in relation to gender, marital status, having dependents, religion, political opinion, race, disability, sexual orientation or age).

In 2006, Positive Futures (NI) established a Joint Consultative Committee (JCC), comprising representatives from all our service locations. In broad terms, this forum has two main purposes. First, to provide a platform where staff representatives from across the organisation can meet directly with senior managers in order to contribute to the organisation's development and decision-making. Second, to serve as a health and safety committee.

In 2019, a JCC was established in Positive Futures (IRL) and, in April 2023, an Employee Engagement Forum was established in NAHVI. The Employee Engagement Forum covers the same broad areas as the JCC, however, given the size of NAHVI, it includes all staff as opposed to having a named representative from the service. Each of these consultative forums has proven very useful, both for staff and managers, in ensuring that staff voices are heard and that their involvement in the decision making of the organisation is meaningful.

PLANS FOR FUTURE PERIODS

Our Positive Plan 2024-28 sets out the Group's eight strategic corporate objectives that will guide our work over this period. We have approved a focused set of activities for year two, designed to build on progress to date and advance our priorities.

As detailed above, the transfer of NAHVI's care and support function to Positive Futures completed in September 2025. This included the transfer of NAHVI staff and associated HSE Service Arrangements and income relating to the provision of support services. NAHVI will now operate solely as an Approved Housing Body, with its activities fully aligned to the provision of housing.

Auditors

In July 2024, our previous external auditors, ASM (B) Ltd, transferred all their external audit contracts to Sumer Auditco NI Limited. The Board has agreed to the novation of the external audit contract to Sumer Auditco NI Limited.

A resolution to re-appoint the auditors, Sumer Auditco NI Ltd, will be submitted at the Annual General Meeting.

The Trustees' Report and the Strategic Report contained therein were approved by the Board of Trustees on 30 September 2025.

John Alexander
Chair

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives.

Opinion

We have audited the financial statements of Positive Futures: Achieving Dreams. Transforming Lives (the 'parent company') and its subsidiaries (the 'Group') for the year ended 31 March 2025 which comprise: the consolidated and company statements of financial activities; the consolidated and company balance sheets; the consolidated statement of cash flows; and the related notes. 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 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 of the parent company's affairs as at 31 March 2025 and of the Group's and the parent company's incoming resources and application of resources, including the Group's and the parent company's 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 and Ireland) (ISAs) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom and Ireland, including the Financial Reporting Council'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

We have nothing to report in respect of the following matters in relation to which the ISAs require us to report to you where:

- the use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Group's or the parent company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Respective responsibilities of Trustees and auditors

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

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

We have nothing to report in this regard.

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives. (continued)

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Group Trustees' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Group Trustees' Report, including the Strategic Report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' 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 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 considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: timing of recognition of income; and posting of unusual journals along with complex transactions. We discussed these risks with client management, designed audit procedures to test the timing of income, tested a sample of journals to confirm they were appropriate and reviewed areas of judgement for indicators of management bias to address these risks.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

**Independent Auditors' Report to the Members of Positive Futures:
Achieving Dreams. Transforming Lives. (continued)**

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an Auditors' 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 charity and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Christine Hagan (Senior Statutory Auditor)

for and on behalf of

Sumer Auditco NI Limited

Chartered Accountants & Statutory Auditors

Glendinning House

6 Murray Street

Belfast

BT1 6DN

30 September 2025

Sumer Auditco NI Limited are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

Consolidated Statement of financial activities
(incorporating the Consolidated Income and Expenditure Account)

	Notes	Restricted £	Unrestricted £	2025 £	2024 £
Income and endowments from:					
Investments	3	-	73,306	73,306	48,911
Charitable activities	5	9,570,667	13,322,408	22,893,075	20,683,097
Other Income	4	-	-	-	14,720
Total income and endowments		<u>9,570,667</u>	<u>13,395,714</u>	<u>22,966,381</u>	<u>20,746,728</u>
Expenditure on:					
Charitable activities	6	<u>(9,884,523)</u>	<u>(12,544,998)</u>	<u>(22,429,521)</u>	<u>(20,993,778)</u>
Total expenditure		<u>(9,884,523)</u>	<u>(12,544,998)</u>	<u>(22,429,521)</u>	<u>(20,993,778)</u>
Net gains/(losses) on investments	12	-	(2,816)	(2,816)	41,773
Net income/(expenditure)		<u>(313,856)</u>	<u>847,900</u>	<u>534,044</u>	<u>(205,277)</u>
Other recognised gains/(losses)					
Unrealised foreign exchange gain/(loss)		(71,385)	(11,262)	(82,647)	(105,123)
Transfers					
Transfers between funds	16	472,572	(472,572)	-	-
Net movement in funds		<u>87,331</u>	<u>364,066</u>	<u>451,397</u>	<u>(310,400)</u>
Reconciliation of funds:					
Total funds brought forward	16	<u>3,244,750</u>	<u>4,961,742</u>	<u>8,206,492</u>	<u>8,516,892</u>
Total funds carried forward	16	<u>3,332,081</u>	<u>5,325,808</u>	<u>8,657,889</u>	<u>8,206,492</u>

All amounts above relate to continuing operations of the Group.

The notes on pages 22 to 34 form part of these accounts.

Company Statement of financial activities
(incorporating the Income and Expenditure Account)

	Notes	Restricted	Unrestricted	2025	2024
		£	£	£	£
Income and endowments from:					
Investments	3	-	73,306	73,306	48,911
Charitable activities	5	2,292,722	14,054,774	16,347,496	15,093,828
Other Income	4	-	-	-	38
Total income and endowments		<u>2,292,722</u>	<u>14,128,080</u>	<u>16,420,802</u>	<u>15,142,777</u>
Expenditure on:					
Charitable activities	6	<u>(2,759,885)</u>	<u>(13,297,852)</u>	<u>(16,057,737)</u>	<u>(15,233,668)</u>
Total expenditure		<u>(2,759,885)</u>	<u>(13,297,852)</u>	<u>(16,057,737)</u>	<u>(15,233,668)</u>
Net gains/(losses) on investments	12	-	(2,816)	(2,816)	41,773
Net income/(expenditure)		(467,163)	827,412	360,249	(49,118)
Other recognised gains		-	-	-	-
Transfers					
Transfers between funds	16	474,671	(474,671)	-	-
Net movement in funds		<u>7,508</u>	<u>352,741</u>	<u>360,249</u>	<u>(49,118)</u>
Reconciliation of funds:					
Total funds brought forward		<u>40,680</u>	<u>4,456,039</u>	<u>4,496,719</u>	<u>4,545,837</u>
Total funds carried forward		<u><u>48,188</u></u>	<u><u>4,808,780</u></u>	<u><u>4,856,968</u></u>	<u><u>4,496,719</u></u>

All amounts above relate to continuing operations of the company.

The notes on pages 22 to 34 form part of these accounts.

Consolidated Balance sheet

	Notes	2025 £	2024 £
Fixed assets			
Tangible fixed assets	11	3,499,270	2,701,245
Investments	12	<u>910,539</u>	<u>881,604</u>
		<u>4,409,809</u>	<u>3,582,849</u>
Current assets			
Debtors	13	2,267,810	2,163,444
Cash at bank and in hand		<u>5,050,945</u>	<u>4,945,412</u>
		7,318,755	7,108,856
Liabilities			
Creditors: amounts falling due within one year	14	<u>(3,070,675)</u>	<u>(2,485,213)</u>
Net current assets			
		<u>4,248,080</u>	<u>4,623,643</u>
Total assets less current liabilities			
		8,657,889	8,206,492
Net assets			
		<u>8,657,889</u>	<u>8,206,492</u>
The funds of the charity			
Unrestricted funds	16	5,325,808	4,961,742
Restricted funds	16	<u>3,332,081</u>	<u>3,244,750</u>
Total funds		<u>8,657,889</u>	<u>8,206,492</u>

The accounts on pages 17 to 34 were approved by the Board of Trustees and authorised for issue on 30 September 2025.

John Alexander
Trustee

Mairead Mitchell
Trustee

Co. Registration No. NI 029849

The notes on pages 22 to 34 form part of these accounts.

Company Balance sheet

	Notes	2025 £	2024 £
Fixed assets			
Tangible fixed assets	11	1,536,513	1,150,721
Investments	12	910,539	881,604
		<u>2,447,052</u>	<u>2,032,325</u>
Current assets			
Debtors	13	1,798,578	1,609,135
Cash at bank and in hand		2,808,245	2,611,279
		<u>4,606,823</u>	<u>4,220,414</u>
Liabilities			
Creditors: amounts falling due within one year	14	(2,196,907)	(1,756,020)
Net current assets		<u>2,409,916</u>	<u>2,464,394</u>
Total assets less current liabilities		4,856,968	4,496,719
Net assets		<u>4,856,968</u>	<u>4,496,719</u>
The funds of the charity			
Unrestricted funds	16	4,808,780	4,456,039
Restricted funds	16	48,188	40,680
Total funds		<u>4,856,968</u>	<u>4,496,719</u>

The accounts on pages 17 to 34 were approved by the Board of Trustees and authorised for issue on 30 September 2025.

John Alexander
Trustee

Mairead Mitchell
Trustee

Co. Registration No. NI 029849

The notes on pages 22 to 34 form part of these accounts.

Consolidated Statement of Cash Flows

	2025	2024
	£	£
Cash flows from operating activities:		
Net cash provided by operating activities (see below)	1,156,567	425,130
Cash flows from investing activities:		
Dividends, interest and rents from investments	73,306	48,911
Proceeds from the sale of property, plant and equipment	-	417,098
Purchase of property, plant and equipment	(1,092,589)	(317,573)
Assets on Acquisition	-	-
(Purchase)/sale of investments	(31,751)	(14,926)
Net cash (used in) investment activities	(1,051,034)	133,510
Change in cash in the reporting period	105,533	558,640
Cash at the beginning of the reporting period	4,945,412	4,386,772
Cash at the end of the reporting period	5,050,945	4,945,412

Reconciliation of net income to net cash inflow from operating activities

	2025	2024
	£	£
Net income for the reporting period (as per the Consolidated Statement of financial activities)	451,397	(310,400)
Adjusted for:		
Depreciation charges	258,600	246,754
(Gains)/losses on investments	2,816	(41,773)
Dividends, interest and rents from investments	(73,306)	(48,911)
(Decrease)/Increase in creditors	585,462	179,948
(Increase)/Decrease in debtors	(104,366)	371,754
(Profit)/Loss on disposal of Fixed Assets	-	(14,720)
Exchange difference on consolidation	35,964	42,478
Net cash provided by operating activities	1,156,567	425,130

Analysis of cash and cash equivalents

	31 March 2024	Cash Flow	31 March 2025
	£	£	£
Cash at bank and in hand	4,945,412	105,533	5,050,945
Total cash and cash equivalents	4,945,412	105,533	5,050,945

The notes on pages 22 to 34 form part of these accounts.

Notes to the accounts

1. Accounting policies

Basis of accounting

The accounts have been prepared under the historical cost convention and modified to include the revaluation of investments and in accordance with applicable accounting standards, the Companies Act 2006 and the Statement of Recommended Practice (“SORP”) ‘Accounting and Reporting by Charities’ (FRS 102) and in accordance with Financial Reporting Standard 102. A summary of the more important accounting policies, which have been applied consistently, is set out below.

Consolidation

The consolidated financial statements incorporate the financial statements of the company and its subsidiary undertakings as listed in note 12.

Public Benefit

Positive Futures: Achieving Dreams. Transforming Lives is a public benefit entity which is a company limited by guarantee, registered number NI29849. The company details are listed on page 4.

Funds

The charity receives various types of funding which require separate treatment. These are as follows:

- a) unrestricted funds: funds which may be expended at the discretion of the Trustees in furtherance of the objectives of the charity; and
- b) restricted funds: funds which are earmarked by the donor for specific purposes.

Designated funds

Designated funds relate to unrestricted incoming resources in the current and previous years, which are allocated to fund specific activities in future accounting periods.

Incoming resources

All income and grants of a revenue nature are credited to income in the period to which they relate. Income is only deferred when grants or income is received in advance of the year to which they relate.

Grants specifically for capital expenditure are credited to incoming resources in the period the capital expenditure is incurred. A designated fund is created in reserves, which is reduced over the expected useful lives of the related assets by equal annual instalments.

Other incoming resources are credited to income in the period to which they relate.

Funds received which have been earmarked by the donor for specific purposes are treated as restricted incoming resources.

Resources expended

Resources expended are analysed between restricted and unrestricted resources expended. The charity allocates resources expended into restricted and unrestricted elements on the basis of the direct and indirect costs associated with providing the service over the longer term. To ensure consistency, indirect costs are apportioned between funding sources on the basis of the cost allocation formulae determined at the establishment of the particular service.

Notes to the accounts (continued)

Going Concern

No material uncertainties related to events or conditions that may cast significant doubt about the ability of the company to continue as a going concern have been identified by the Trustees.

Pension scheme

The company operates a group personal pension plan. This defined contribution pension scheme is open to all staff. Employer's contributions vary as a % of pensionable earnings depending on the staff member's agreed terms and conditions. The assets of the scheme are held separately from those of the company in independently administered funds, and contributions are charged to the Statement of Financial Activities in the period to which they relate.

Operating leases

Costs in respect of operating leases are charged on a straight-line basis over the lease term.

Tangible fixed assets

Fixed assets are stated at their purchase cost, together with any incidental costs of acquisition. The company's policy is to capitalise individual fixed assets costing £300 or more.

Depreciation is calculated so as to write off the cost of tangible fixed assets (excluding land), less their estimated residual values, on a straight-line basis over the expected useful lives of the assets concerned. The principal annual rates used for this purpose are as follows:

	%
Buildings	4-25
Motor vehicles	25
Fixtures and fittings	25
Computer equipment	25
Plant and machinery	25-33

Debtors

Debtors are measured at their recoverable amounts.

Creditors and provisions for liabilities and charges

Creditors and provisions for liabilities and charges are measured at their settlement amount.

Judgements and estimates

In the process of applying the company's accounting policies, management has not made any significant judgements. There are no key assumptions concerning the future or other key sources of estimation, that have a significant risk of raising a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Investments

In accordance with the Statement of Recommended Practice, investments, other than those in subsidiary companies, are shown in the balance sheet at market value. Subsidiary companies are stated at cost.

Foreign Currency

Transactions in a foreign currency are recorded at the rate ruling at the date of the transaction. Assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

Notes to the accounts (continued)

2. Volunteers

Our volunteers are involved in a range of activities from administrative tasks through to supporting the people we support to have the life they want. The contribution made by our volunteers in Family Support and Shared Lives Services is critical to the successful delivery of these Services.

3. Investment income

	2025	2024
	£	£
Bank interest	37,502	18,666
Income from investments	35,804	30,245
	<u>73,306</u>	<u>48,911</u>

4. Other Income

	Group		Company	
	2025	2024	2025	2024
	£	£	£	£
Profit from disposal of fixed assets	-	14,720	-	38
	<u>-</u>	<u>14,720</u>	<u>-</u>	<u>38</u>

5. Incoming resources from charitable activities

Group	Restricted	Unrestricted	2025	Restricted	Unrestricted	2024
	£	£		£	£	
Health Board and Trust income	-	12,707,974	12,707,974	-	11,661,991	11,661,991
Supporting People income	2,201,722	-	2,201,722	2,020,916	-	2,020,916
Health Service Executive Grant	6,929,672	-	6,929,672	6,245,183	-	6,245,183
Income from service users	16,556	546,827	563,383	15,276	586,345	601,621
Other fees and grants	422,717	38,419	461,136	112,944	-	112,944
Gifts and other income		29,188	29,188	1,295	39,147	40,442
	<u>9,570,667</u>	<u>13,322,408</u>	<u>22,893,075</u>	<u>8,395,614</u>	<u>12,287,483</u>	<u>20,683,097</u>

Notes to the accounts (continued)

5. Incoming resources from charitable activities (continued)

Company	Restricted £	Unrestricted £	2025 £	Restricted £	Unrestricted £	2024 £
Health Board & Trust income	-	12,707,974	12,707,974	-	11,661,991	11,661,991
Supporting People income	2,201,722	-	2,201,722	2,020,916	-	2,020,916
Income from service users	-	526,063	526,063	-	549,075	549,075
Other fees and grants	91,000	38,419	129,419	112,944	-	112,944
Gifts and other income	-	782,318	782,318	-	748,902	748,902
	<u>2,292,722</u>	<u>14,054,774</u>	<u>16,347,496</u>	<u>2,133,860</u>	<u>12,959,968</u>	<u>15,093,828</u>

6. Expenditure on charitable activities

The company allocates its costs between Restricted and Unrestricted expenditure as follows:

Group	Restricted £	Unrestricted £	2025 £	Restricted £	Unrestricted £	2024 £
Direct care staff costs	6,879,212	9,126,148	16,005,360	6,431,147	9,027,453	15,458,600
Head Office staff costs	343,999	2,286,857	2,630,856	255,020	1,866,486	2,121,506
Other staff costs	531,646	143,803	675,449	419,327	100,485	519,812
ICT costs	99,251	132,157	231,408	62,480	118,364	180,844
Travel, subsistence and volunteers' expenses	254,049	113,133	367,182	268,184	148,538	416,720
Training costs	164,805	35,945	200,750	151,055	15,573	166,628
Premises and insurance costs	432,040	444,412	876,452	360,817	374,758	735,575
Depreciation	121,038	137,562	258,600	116,566	130,189	246,755
Other support costs	1,058,483	124,981	1,183,464	980,126	167,212	1,147,338
	<u>9,884,523</u>	<u>12,544,998</u>	<u>22,429,521</u>	<u>9,044,722</u>	<u>11,949,056</u>	<u>20,993,778</u>

Company	Restricted £	Unrestricted £	2025 £	Restricted £	Unrestricted £	2024 £
Direct care staff costs	2,429,408	9,833,962	12,263,370	2,301,074	9,593,134	11,894,208
Head Office staff costs	35,331	2,196,946	2,232,277	31,677	1,868,471	1,900,148
Other staff costs	30,172	166,886	197,058	27,973	123,270	151,243
ICT costs	43,160	140,188	183,348	18,631	126,291	144,922
Travel, subsistence and volunteers' expenses	34,173	127,231	161,404	37,883	145,401	183,284
Training costs	67,779	43,344	111,123	68,666	22,877	91,543
Premises and insurance costs	81,896	477,078	558,974	62,803	406,320	469,123
Depreciation	2,462	137,562	140,024	2,207	130,189	132,396
Other support costs	35,504	174,655	210,159	29,823	236,978	266,801
	<u>2,759,885</u>	<u>13,297,852</u>	<u>16,057,737</u>	<u>2,580,737</u>	<u>12,652,931</u>	<u>15,233,668</u>

Direct care staff costs include the provision of personal care and housing support to the people we support.

Notes to the accounts (continued)

7. Employee information

The average weekly number of persons, including part time and relief staff employed by the group during the year was:

	Group		Company	
	2025 Number	2024 Number	2025 Number	2024 Number
By activity:				
Direct care activities	641	619	539	515
Administration and training	119	94	97	81
	<u>760</u>	<u>713</u>	<u>636</u>	<u>596</u>

	Group		Company	
	2025 £	2024 £	2025 £	2024 £
Staff costs (for the above persons)				
Wages and salaries	16,300,219	15,552,254	12,142,661	11,049,286
Social security costs	1,496,578	1,404,872	1,042,747	920,612
Pension costs	555,343	387,379	516,946	323,575
	<u>18,352,140</u>	<u>17,344,505</u>	<u>13,702,354</u>	<u>12,293,473</u>

Group spend on agency workers amounted to £790,075 (2024: £1,459,487).

Pension contributions in the year for the provision of a defined contribution scheme amounted to £555,343 (2024: £387,379) and contributions due at the year-end amounted to £Nil (2024: Nil).

Included in the pension cost is accrual for £156,280 for a proposed one-off payment to the Chief Executive's Occupational Pension. This was ratified by Trustees at Board and approval granted by the Charity Commission.

During the year, two employees received remuneration (excluding employer's pension contributions) over £105,000 (2024: one).

One employee received remuneration between £70,000 – £80,000 (2024: none). Three employees (2024: four) received emoluments (excluding employer's pension contributions) over £60,000 during the year.

None of the Trustees received any remuneration during the year.

During the year the Director Team received remuneration (excluding employer's pension contributions) totalling £537,091 (2024: £554,627).

During the year, redundancy costs of £1,035 were incurred (2024: £6,135).

During the year, the costs for three employees (2024: six) were recharged to another Group company.

Notes to the accounts (continued)

8. Net incoming resources

	2025	2024
	£	£
Net income/(expenditure) is stated after charging/(crediting):		
Depreciation on tangible owned fixed assets	258,600	246,755
(Profit)/Loss on revaluation of investments	(2,816)	41,773
Interest (receivable)/payable	37,503	18,666
Auditors' remuneration – audit	32,322	23,790
Auditors' remuneration – other	600	-
Payroll and tax services	5,924	5,410
(Profit)/Loss on disposal of tangible assets	-	14,720

9. Taxation

The Group is exempt from taxation due to its charitable status as approved by the Inland Revenue and Revenue Commissioners. No tax is therefore payable on the surplus for the year £451,397 (2024: deficit of £310,400).

10. Auditors' remuneration

The auditors' remuneration of £32,922 (2024: £23,790) is split as follows:

	2025	2024
	£	£
Audit services – group	32,322	23,790
Payroll, Tax and other services	600	-
	<u>32,922</u>	<u>23,790</u>

Notes to the accounts (continued)

11. Tangible fixed assets

Group tangible fixed assets	Land & buildings £	Asset under construction £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Plant and Machinery £	Total £
Cost							
At 31 March 2024	3,482,408	-	372,964	362,146	278,042	4,481	4,500,041
Additions	459,261	474,018	73,512	24,174	61,624	-	1,092,589
Disposals	(3,522)	-	-	-	-	-	(3,522)
Foreign exchange adjustments	(31,689)	(1,792)	(4,944)	(3,208)	(1,073)	(99)	(42,805)
At 31 March 2025	3,906,458	472,226	441,532	383,112	338,593	4,382	5,546,303
Depreciation							
At 31 March 2024	1,066,022	-	224,425	262,660	241,208	4,481	1,798,796
Charge for the year	119,792	-	71,964	36,202	30,642	-	258,600
Disposals	(3,522)	-	-	-	-	-	(3,522)
Foreign exchange adjustments	(2,237)	-	(2,384)	(1,234)	(887)	(99)	(6,841)
At 31 March 2025	1,180,055	-	294,005	297,628	270,963	4,382	2,047,033
Net book values							
At 31 March 2025	2,726,403	472,226	147,527	85,484	67,630	0	3,499,270
At 31 March 2024	2,416,386	-	148,539	99,486	36,834	-	2,701,245
Company tangible fixed assets							
	Land & buildings £	Asset under construction £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Plant and Machinery £	Total £
Cost							
At 31 March 2024	2,055,773	-	153,181	219,642	231,605	-	2,660,201
Additions	417,272	-	50,482	8,720	49,341	-	525,815
Disposals	(3,522)	-	-	-	-	-	(3,522)
At 31 March 2025	2,469,523	-	203,663	228,362	280,946	-	3,182,494
Depreciation							
At 31 March 2024	971,146	-	124,358	211,958	202,018	-	1,509,480
Charge for the year	82,794	-	26,395	5,258	25,576	-	140,023
Disposals	(3,522)	-	-	-	-	-	(3,522)
At 31 March 2025	1,050,418	-	150,753	217,216	227,594	-	1,645,981
Net book values							
At 31 March 2025	1,419,105	-	52,910	11,146	53,352	-	1,536,513
At 31 March 2024	1,084,627	-	28,823	7,684	29,587	-	1,150,721

Notes to the accounts (continued)

12. Investments

	2025 £
Investments at market value at 31 March 2024	881,604
Investment income reinvested	-
Purchase of investments	189,123
Disposal of Investments	(157,372)
Net gain on revaluation and realisation	(2,816)
Investments at market value at 31 March 2025	<u>910,539</u>

The historical cost of the investments is £940,089 (2024: £905,692).

Positive Futures has an investment policy which provides a framework for making investment decisions. These investments aim to provide a balance between capital growth and income generation over the medium to long term with a medium level of risk. Except as noted below the investments are in a mixture of liquid assets such as equities, fixed interest securities, alternative assets and cash within allocation ranges as set out in the investment policy. For ethical reasons no direct equity investment is made in Tobacco, Alcohol, Gambling, Armaments and industries involved in exploitation of Human Rights. The management of investments is done by an external discretionary Investment Manager appointed by the Trustees.

Investments are reflected on the Balance Sheet at market value at 31 March 2025.

Positive Futures also exercises control over two subsidiary companies whose results are detailed below:

Name	Business	Registered Office	Shares held	Period end	Turnover in year	Profit/(loss) after tax	Net assets/(liabilities)
Positive Futures: Achieving Dreams. Transforming Lives. CLG	Provision of Social Care Services Charity Registration number 20106348	Nesta Business Centre, Unit 4-5 Burton Hall Park, Sandyford Business Park, Dublin 18, D18 A094	None – limited by guarantee	31 March 2025	€6,841,957	(€201,764)	€1,964,501
Registered Number 566738							
National Association of Housing for Visually Impaired (NAHVI) CLG	Provision of Social Care Services Charity Registration number CHY13759	56 Hazelwood, Beaverstown Road, Donabate, Co. Dublin, K36 XR28	None – limited by guarantee	31 March 2025	€2,048,821	€408,714	€2,578,703
Registered Number 317329							

Notes to the accounts (continued)

13. Debtors

	Group	Group	Company	Company
	2025	2024	2025	2024
	£	£	£	£
Amounts falling due within one year:				
Trade debtors	1,835,889	1,747,492	1,488,775	1,290,826
Other debtors	20,673	14,874	20,673	14,875
Prepayments and accrued income	411,248	401,078	268,992	299,567
Amounts owed by subsidiary undertakings	-	-	20,138	3,867
	<u>2,267,810</u>	<u>2,163,444</u>	<u>1,798,578</u>	<u>1,609,135</u>

14. Creditors: amounts falling due within one year

	Group	Group	Company	Company
	2025	2024	2025	2024
	£	£	£	£
Trade creditors	407,424	337,624	339,634	267,102
Other creditors	1,229,293	958,815	968,720	860,745
Accruals and deferred income	1,062,689	843,675	631,770	412,959
Other taxes and social security	371,269	345,099	256,783	215,214
	<u>3,070,675</u>	<u>2,485,213</u>	<u>2,196,907</u>	<u>1,756,020</u>

Included in other creditors are unallocated credit transactions on debtor accounts that were reclassified to a separate credit balances account.

15. Deferred Income

Included in accruals and deferred income is deferred income of £278,152 (2024: £254,392) for the Group, and £52,333 (2024: £60,495) for the Company. Deferred income comprises deferred grants and income for services to be provided after the year end.

	Group	Company
	£	£
Balance as at 31 March 2024	254,392	60,495
Amount moved to other creditors	-	-
Amount released to incoming resources	(137,240)	(98,781)
Amount deferred in year	165,422	90,620
Exchange differences	(4,422)	-
Balance as at 31 March 2025	278,152	52,334

Notes to the accounts (continued)

16. Analysis of net assets between funds

	At 31 March 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
Unrestricted funds					
Designated funds	2,260,496	-	-	150,252	2,410,748
Unrestricted funds NAHVI	455,293	20,764	(10,149)	2,099	468,007
General funds	2,245,953	13,374,950	(12,548,927)	(624,923)	2,447,053
Total unrestricted funds	4,961,742	13,395,714	(12,559,076)	(472,572)	5,325,808
Restricted funds					
Supporting People	-	2,201,722	(2,676,394)	474,671	-
Bailey Thomas	10,000	-	(10,000)	-	-
National Lottery Community Fund	-	-	-	-	-
National Lottery Digital Transformation	25,889	50,000	(27,892)	-	47,997
SEED Grant	1,995	-	(1,803)	-	192
Hospital Saturday Fund	2,000	-	(2,000)	-	-
Wolfson Foundation	-	41,000	(41,000)	-	-
Ulster Garden Village	-	-	-	-	-
British Science Week	-	-	-	-	-
BUPA	796	-	(796)	-	-
HSE Grants	1,747,520	5,561,572	(5,786,496)	-	1,522,596
Other restricted funds	55,363	16,556	-	-	71,918
NAHVI	1,401,187	1,699,817	(1,409,527)	(2,099)	1,689,378
Total restricted funds	3,244,750	9,570,667	(9,955,908)	472,572	3,332,081
Total funds	8,206,492	22,966,381	(22,514,984)	-	8,657,889

The charity's policy in respect of transfers between designated funds is set out in the Trustees' Report. The transfers affected in respect of the year ended 31 March 2025 are set out in detail in note 17.

The Supporting People restricted funds have arisen from funding received from the Supporting People programme. The programme funds a range of services which provide housing related support to vulnerable people to improve their quality of life and gain independence. The funds are restricted to be used on the agreed services and support tasks contained in the funding agreements. The Trustees have previously agreed to eliminate annually any deficit that arises in respect of that fund.

HSE grants are for the provision of care and support services in Ireland.

Other restricted funds arise from grant funding received that is restricted for use in specific projects. The Trustees have agreed to make available reserves to eliminate any deficits that arise.

Notes to the accounts (continued)

17. Analysis of designated fund movement

The funds designated by the Board of Trustees in line with their policies as set out in the Trustees' Report:

	Balance at 31 March 2024	Retained surplus / (deficit) for the year	Transfers (from)/to funds	Balance at 31 March 2025
	£	£	£	£
Designated funds				
Under occupancy fund	65,000	-	-	65,000
Redundancy fund	65,000	-	35,000	100,000
Service development fund	50,000	-	10,000	60,000
Building repairs and maintenance fund	333,107	-	385,000	718,107
Organisational development fund	40,000	-	-	40,000
Management development and training fund	64,464	-	15,536	80,000
Replacement MV fund	50,000	-	-	50,000
User involvement / PCP	8,000	-	(5,000)	3,000
PR and fundraising	64,000	-	6,000	70,000
Replacement IT and F&F	50,000	-	(20,000)	30,000
Digital transformation	358,000	-	-	358,000
Behaviour support fund	52,000	-	-	52,000
Legal costs fund	50,000	-	25,000	75,000
Health and wellbeing strategy	27,500	-	(25,000)	2,500
Corporate planning	15,000	-	(10,000)	5,000
Recruitment and retention strategy	356,000	-	(66,894)	289,106
Capital grants fund	141,015	-	-	141,015
Climate change fund	75,000	-	20,000	95,000
Family services fund	28,000	-	-	28,000
Agency staff usage fund	318,000	-	(218,000)	100,000
Positive Futures Ireland fund	50,410	-	(1,390)	49,020
Designated funds	<u>2,260,496</u>	<u>-</u>	<u>150,252</u>	<u>2,410,748</u>
Unrestricted funds NAHVI	<u>455,293</u>	<u>10,615</u>	<u>2,099</u>	<u>468,007</u>
General fund	<u>2,245,953</u>	<u>826,023</u>	<u>(624,923)</u>	<u>2,447,053</u>
Total unrestricted funds	<u>4,961,742</u>	<u>836,638</u>	<u>(472,572)</u>	<u>5,325,808</u>

In the year ended 31 March 2025, a transfer was made of £472,572 (2024: £479,057) from unrestricted funds. This was to eliminate a deficit in restricted funds, note 16.

Notes to the accounts (continued)

18. Operating leases

At 31 March 2025, the Group had future minimum lease payment commitments under non-cancellable operating leases as follows:

	2025	2024
Group	£	£
Land and buildings expiring:		
In less than one year	138,248	82,712
Between two and five years	304,534	66,826
More than five years	<u>2</u>	<u>6</u>
	<u>442,784</u>	<u>149,544</u>
	2025	2024
	£	£
Motor vehicles expiring:		
In less than one year	-	-
Between two and five years	-	-
More than five years	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>

Lease payments recognised as expenses in the period were £ 120,467.

At 31 March 2025, the Company had future minimum lease payment commitments under non-cancellable operating leases as follows:

	2025	2024
Company	£	£
Land and buildings expiring:		
In less than one year	110,802	47,916
Between two and five years	304,534	64,300
More than five years	<u>-</u>	<u>-</u>
	<u>415,336</u>	<u>112,216</u>

Lease payments recognised as expenses in the period were £78,736.

19. Contingent liabilities

A contingent liability exists to repay grants received where certain conditions have not been fulfilled by the company. In the opinion of the Trustees, the terms of the letters of offer have been complied with and no liability is expected.

With NAHVI, there are contingent liabilities in relation to Property Charges. In the event that the company should cease to use certain properties for the purpose for which the grants were received, these grants could become repayable, in part or in whole. There are also legal charges in place over the properties at Carr's Mill and Seacourt as a result of the grants received.

Positive Futures (IRL) have ongoing employment disputes where a liability has not yet been established and cannot be quantified.

Notes to the accounts (continued)

20. Guarantors

The company is a company limited by guarantee and does not have share capital. The liability of guarantors is limited to £1 in the event of the company being wound up.

21. Control

The company is controlled by a Board of Trustees.

22. Analysis of payments to Trustees and Related Parties by the Group

	2025	2024
	£	£
Payments to ARC Limited	-	3,517
Reimbursement of expenses to Trustees	535	922

Expenses reimbursed to Trustees are for travel and subsistence. Trustees were reimbursed for £535 expenses during the year (2024: £922).

Except as disclosed above, there were no other related party transactions during the year.

23. Post Balance Sheet Events

The Board has approved, subject to the necessary registrations, that in September 2025 NAHVI's contracts with the HSE for the provision of care and support services are to be transferred to Positive Futures: Achieving Dreams Transforming Lives CLG. The staff associated with the delivery of this service will also transfer to become employees of Positive Futures under TUPE arrangements.

The properties and activities associated with the Approved Housing Body remain within NAHVI.

Positive Futures: Achieving Dreams. Transforming Lives

Northern Ireland - Charity number 101385

Accounts

**Positive Futures: Achieving Dreams.
Transforming Lives.**

**Annual report and consolidated financial statements for
the year ended 31 March 2024**

Registered No: NI 029849

Annual Report

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Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2024

Trustees and advisers

Trustees

Carol Workman
Laurence Taggart
John Alexander
Gerardine Cunningham (resigned 26 September 2023)
Mary Bryce
Austin Treacy
Mairead Mitchell
David Scoffield (resigned 26 September 2023)
Jim Gamble (resigned 22 January 2024)
Stephen Cross
Ian Edwards (resigned 27 June 2023)
Peter Woodhead
Amanda Slevin (from 9 April 2024)
Gareth Hetherington (from 9 April 2024)

Directors Team

Chief Executive	Agnes Lunny
Executive Director	Paul Roberts
Group Director	Fiona McCabe (left 23 February 2024)
Finance Director	John Carew (from 12 February 2024), Liam Dorrian (previous Finance Director) took up post of Senior Project Manager 01 April 2024
HR Director	Christopher Perry
Operations Director NI	Siobhan O'Donnell (from 19 March 2024 - 26 July 2024), Frances Murphy (left 31 October 2023)
Operations Director IRL	Kerry Mallon (from 9 October 2023)
Corporate Services Director	Joanne Corcoran

Secretary

Dawn Morrow

Auditors

Sumer Auditco NI Limited
Chartered Accountants and Statutory Auditors
Glendinning House
6 Murray Street
Belfast
BT1 6DN

Solicitors

Worthington Solicitors
2 Court Street
Newtownards
BT23 7NX

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2024

Trustees and advisers (continued)

Bankers

Danske Bank
Bloomfield Shopping Centre
South Circular Road
Bangor
BT19 7HB

Investment Advisors

Quilter Cheviot
Montgomery House
29-33 Montgomery Street
Belfast BT1 4NX

Registered Office and Head Office

2b Park Drive
Bangor
BT20 4JZ

Registered name of Charity

Positive Futures: Achieving Dreams. Transforming Lives.
Registered with the Charity Commission for Northern Ireland: Charity Number: 101385
Company Number: NI 029849

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2024

Trustees' Report

The Trustees present their report and the audited accounts for the year ended 31 March 2024. The Trustees' Report also incorporates the requirements of a Strategic Report as required by legislation.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Positive Futures (NI) was first established on 02 October 1995 and was initially called United Response NI. We changed our name to Positive Futures in 2002 and have a Memorandum and Articles of Association which established our objects and powers, and we are governed under its Articles of Association. We are a company limited by guarantee (CRN NI 29849) and are a registered charity with the Inland Revenue (charity number XR28291) and the Charity Commission NI (CCNI 101385). The address of the company's registered office, which is also its principal address, is given on page 4.

The charity is managed by a Directors' Team, headed by the Chief Executive, which operates within the authorities as delegated by the Trustees and detailed in the Delegated Authorities Policy. The governing body is the Board of Trustees whose members are also directors for the purposes of company law. Members of the Board of Trustees are elected by other Trustees and have responsibility for ensuring that the charity is performing well, is solvent and complies with all its obligations. The Directors' Team reports to and attends Board and Committee Meetings.

The Board is comprised of a Chair, Vice-Chair and Trustees with skills in HR, Education, Learning Disability Services, Building Surveying, Law, Finance, the Environment, Economic Development and lived experience. At the time of writing there are 10 Board members. Members of the Directors' Team and the Board of Trustees are listed on page 3.

The Trustees have put in place a formal risk management framework for the charity to identify the major risks that the charity faces and establish systems to manage and mitigate those risks.

Members of the Board of Trustees receive no remuneration. Where claimed, expenses are reimbursed.

New Trustees are invited to meet with the Chair and the Chief Executive and are provided with an induction which includes clarification of roles, responsibilities and expectations of Trustees. The charity has a "Trustees Contact with Services Policy" which details the relationship between Trustees and the wider organisation and the expectation that Trustees will meet and spend time with staff and the people we support.

The arrangements for setting the pay and remuneration for the charity's Chief Executive and Executive Director lie with the Remuneration Committee of the Board of Trustees; this comprises three Trustees, one of whom is the Chair. In determining pay levels, the Committee benchmarks with equivalent market rates of pay, terms and conditions.

The Code of Good Governance (NI) and Charities Governance Code (IRL) set out the principles and key elements of good governance for the Boards to follow.

Positive Futures completed a Governance Day in November 2023 with all Trustees and Directors, which was facilitated by an external consultant. This review work will inform our next Corporate Plan i.e. our Positive Plan for 2024-28.

Subsidiaries

Positive Futures (NI) is the parent company of three subsidiary companies: Positive People (NI) C.I.C., Positive Futures: Achieving Dreams. Transforming Lives. CLG (Positive Futures (IRL)), and National Association of Housing for Visually Impaired Company CLG. An application to strike off and dissolve Positive People (NI) C.I.C. was submitted to Companies House in February 2024 and we received confirmation that Positive People was dissolved on 14 May 2024. The details of these subsidiaries are provided in note 12 in the accounts.

The Trustees of Positive Futures (NI) are responsible for the Group's overall strategic direction.

Trustees' Report (continued)

REFERENCE AND ADMINISTRATIVE DETAILS

The details of the charity, Trustees, Chief Executive and Directors Team to whom the Trustees delegate day to day management of the charity, together with other relevant professional organisations who provide services and advice to the charity, are listed on pages 3 to 4.

Statement of recommended practice

The accounts have been prepared in accordance with applicable accounting standards, the Companies Act 2006 and the Statement of Recommended Practice ("SORP") 'Accounting and Reporting by Charities (FRS 102)' and in accordance with Financial Reporting Standard 102.

Trustees' responsibilities

The Trustees are required by company law to prepare accounts for each financial year that give a true and fair view of the state of affairs of the company at the end of the financial year and of the surplus or deficit of the company for that year.

The Trustees confirm that suitable accounting policies have been used, and these have been applied consistently, and reasonable and prudent judgements and estimates have been made in the preparation of the accounts for the year ended 31 March 2024. The Trustees also confirm that applicable accounting standards have been followed and that the accounts have been prepared on the going concern basis.

The Trustees are responsible for keeping proper accounting records, for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

OBJECTIVES AND ACTIVITIES

Our charity's purposes, as set out in the objects contained in the Company's Memorandum and Articles of Association, are to:

- enable children and adults with a learning disability, acquired brain injury or autism and their families and carers to take control of their lives;
- provide support to individuals enabling them to live full and valued lives within their local communities;
- promote the rights and equality of beneficiaries and in so doing advocate for changes that people need and want;
- pilot and provide a range of innovative care and support services which meet the identified needs of beneficiaries;
- educate and raise awareness among the public of issues pertaining to people with a learning disability, acquired brain injury or autism; and
- such other exclusively charitable purposes according to the law of Northern Ireland, for the beneficiaries as the Trustees may from time to time decide.

The aims of our charity are to support children and adults with a learning disability, acquired brain injury or autism to lead full and valued lives in their own communities.

Trustees' Report (continued)

Public benefit statement

The Trustees have had regard to the Charity Commission's statutory guidance on public benefit.

The direct benefits which flow from our purposes include:

- The promotion and improvement of individual health and well-being and family-life by providing person-centred support services to reduce stress and negative impacts for families and individuals.
- The promotion and improvement of individual well-being and an independent active lifestyle within the community, improving feelings of individuality and self-worth.
- Raising awareness of the issues affecting our beneficiaries to promote knowledge, understanding and to challenge disadvantage and discrimination thereby creating a more welcoming inclusive society.
- The provision of more person-centred support services which will improve individual well-being, family life and feelings of community inclusion.
- Raising awareness of the issues affecting our beneficiaries to promote knowledge, understanding and to challenge disadvantage and discrimination thereby creating a more welcoming inclusive society.

Who used and benefitted from our services?

Positive Futures, Northern Ireland (NI)

In 2023-24, Positive Futures: Achieving Dreams. Transforming Lives. ("Positive Futures (NI)") provided the following services:

- Adult services – supported living and peripatetic housing support, residential short breaks, shared lives (adult placement) services, day opportunities and services for people with a learning disability and hearing loss.
- Children and young people's services – children's residential service (to note, this service transferred to NHSCT on 31 January 2024), children and family support services, including the Autism Outreach Service and the Brighter Futures Project (due to lack of long-term funding, Brighter Futures ceased on 31 March 2024).

During 2023-24, Positive Futures (NI) provided direct support to N=481 people (this figure includes time-bound packages of support delivered by our Autism Outreach Service, Lakeland Family Support Service and Arches Family Support Service). During the year, the number of people supported through our supported living services and peripatetic services decreased from 142 in 2023 to 137 in 2024 (to note, 1 person moved to be supported by a mental health facility and sadly a number of people we support died). These are long term support arrangements which, in the main, support people with complex needs and require significant funding and staffing levels.

In addition to the 481 people directly supported throughout 2023-24, the families and carers of these individuals also benefitted indirectly from the support provided.

Positive Futures, Ireland (IRL) and National Association of Housing for Visually Impaired (NAHVI)

In 2023-24, Positive Futures: Achieving Dreams. Transforming Lives CLG ("Positive Futures (IRL)") and the National Association of Housing for Visually Impaired ("NAHVI") provided the following services:

- **Adult services** – supported living, community support, day opportunities, residential and HomeShare / short break services.
- **Children and young people's services** – community support services and HomeShare / short break services.

Trustees' Report (continued)

During 2023-24, Positive Futures (IRL) and NAHVI provided direct support to N=115 people. During the year, there was some fluctuation in the number of people supported linked to the changes in the number of people supported by our Mo Shaol service. The number of people supported through our supported living services is the same in 2024 as in 2023 (N=30). As noted above, these are long term support arrangements which, in the main, support people with complex needs and require significant funding and staffing levels.

In addition to the 115 people directly supported, the families and carers of these individuals also significantly benefitted from the support provided.

Ensuring our work delivers our aims

Our governance framework comprises the values, culture, systems and processes by which Positive Futures (NI) and its subsidiaries are directed and controlled and the activities through which we are answerable to, and engage with, the people we support, funders, the public and other stakeholders.

To direct and guide the organisation's objectives and activities, Positive Futures (NI) and its subsidiaries have an over-arching Corporate Plan, from which annual business plans are developed. The Corporate Plan outlines the long-term strategic aims for the organisation and the annual business plan links our operational activities to our Corporate Plan. Our current Plan runs from 2020 to March 2024.

We review our aims, objectives and activities each year to see what we have achieved and the outcomes of our work. We check the success of each key activity and the outcomes for the people we support, their families and carers. This helps us to ensure that what we are doing remains focused on our stated purposes and for the public benefit.

Our Corporate Aims

Our Corporate Aims (for April 2020 – March 2024) in both Positive Futures (NI) and the other group companies:

Recruitment and Retention

By 2024 we will have reduced vacancies to 5% of organisational size and be the 'preferred employer' ('employer of choice') in the sector as demonstrated by:

- attracting the best staff
- increasing staffing levels
- improving retention and staff engagement.

Efficiency and Effectiveness

By 2024 we will free up management time by a minimum of 10% through identifying and improving internal processes and systems and refocusing time on staff / team development.

Growth

By 2024 we will secure a range of accommodation options to support a minimum of 30 additional people.

Influence and Funding

By 2024 we will have:

- raised our profile by 10% as a leader in our field with our unique service offers
- a voice in all relevant forums influencing the sector.

In addition to these four priority areas, we have confirmed our commitment to playing our part in tackling climate change. We have developed, and are implementing, a Positive Green Strategy and associated action plan.

Trustees' Report (continued)

During the reporting period, we have completed:

- a review of progress against all strategic aims (see section below regarding the achievements and performance against our Corporate Plan 2020-24)
- a major consultation exercise to collate stakeholder feedback on the progress of our Corporate Plan and identified priorities for our next Corporate Plan
- a strategic planning exercise with Trustees and senior managers
- a high-level all Ireland Corporate Plan, called our Positive Plan for 2024-28 (work is in progress to publish the full Corporate Plan by September 2024).

At the end of March 2024, we hosted a major celebratory event to celebrate our achievements across the island of Ireland.

ACHIEVEMENTS AND PERFORMANCE

On the basis of our review work and the stakeholder feedback we received regarding our achievements and performance, our key achievements include:

- Our person-centred support which transforms lives and is highly valued by the people we support, families and commissioning partners.
- Having great staff. We have worked extremely hard to address the staff vacancy challenges. These staffing challenges have been in both NI and IRL, however, the level of vacancies has been particularly high in NI requiring a significant focus on both recruitment and retention activities, including revisions to terms and conditions for NI staff. We have also progressed work to improve staff engagement and communication (e.g. by strengthening our JCC, see later section) and are progressing a range of staff engagement initiatives to retain staff. In relation to volunteers, since the Covid-19 pandemic we have a minimal number of volunteers in our services.
- Our lobbying activities, particularly in NI, to campaign for (improved salaries, wider terms and conditions for social care staff and opportunities and funding for our support services. These activities have been extensive and have strengthened our reputation in the sector.
- The introduction of increased digitalisation, cloud-based systems (e.g. to improve internal communication, all staff now have access to M365 and we are progressing ways to use digital systems to support and enhance our communication and engagement with external stakeholders), and improved data reporting systems.

In terms of specific achievements linked to our strategic aims:

Recruitment and Retention

- Positive impact on our profile and reputation (linked to lobbying activities in both NI and IRL to campaign for improved salaries and terms and conditions for social care staff).
- Reductions in vacancies and agency use linked to a range of initiatives to attract, retain and engage staff, plus specific measures to reduce agency usage and costs.
- Increased focus on staff engagement and wellbeing (through a range of associated initiatives).
- Increased salaries and improved terms and conditions for staff
- Increased automation of recruitment processes.
- Development and embedding of specialist HR roles (e.g. specialist IRL support, recruitment, staff engagement) to drive change.
- Enhanced Leader as Coach programme for managers.

Trustees' Report (continued)

Efficiency and Effectiveness

- New systems introduced, such as iplicit (Finance system), iTrent (HR system for IRL), Outcomes Star (for people we support/ long term outcomes) and DecisionTime (risks and goals).
- Increased digitalisation and use of cloud-based systems e.g. see earlier notes regarding Microsoft 365 upgrades and we have fewer physical servers, phones and printers.
- An enhanced Quality Management Framework has been implemented.
- Changes in how we record and report data (e.g. dashboards with trend data using PowerBI re priority data), a new online “What People Think” process to capture stakeholder feedback across the whole group.
- Rolling plan for policy updates.
- An Annual Consultation Exercise (ACE) across the whole group was completed as part of the Corporate Planning exercise.
- In terms of regulation:
 - All regulated services in Positive Futures (NI) were inspected by the Regulation Quality and Improvement Authority (RQIA) during the reporting period. Only one area for improvement was identified in one of the RQIA inspections and this was promptly resolved. Supporting People completed a Validation Audit of one of our services which identified two minor areas for improvement, both of which were resolved immediately.
 - In Positive Futures (IRL) and NAHVI, there were 5 Health Information and Quality Authority (HIQA) inspections during the reporting period. All inspection improvement plans are on track for completion within agreed timeframes. One of the HIQA inspections was a thematic audit of restrictive practices which highlighted excellent practice and resulted in no areas for improvement.

Growth

- Work is in progress with HSCTs to secure additional contract funding for existing and future contracts.
- Work is progressing with NAHVI to ensure it meets its regulatory and statutory obligations as an Approved Housing Body ahead of the statutory deadline for full registration with the Approved Housing Bodies Regulatory Authority in December 2025. NAHVI is progressing an application for funding from the Capital Assistance Scheme to purchase a property for a person currently supported by Positive Futures (IRL).
- Restructure and growth of the Positive Behaviour Support Team has enabled the enhancement of support delivered to services to include more proactive strategies (e.g. resilience workshops, facilitating restrictive practice audits and restrictive practice reviews in services) plus direct work with families.
- The Positive Behaviour Support Team continues to play a vital role in the growth and development of the organisation, for example, supporting successful transitions to our services.
- An internal Restrictive Practice audit was completed (for NI and IRL services) which highlighted areas of good practice and areas for development, including policy development.

Trustees' Report (continued)

Influence and funding

Involvement in key forums including:

NI:

- Strategic Planning and Performance Group
- Social Care Collaborative Forum and associated workstreams (including Commissioning and Contracting workstream, Adult Social Care Workforce workstream, Communications Workstream, Supported Living workstream); Social Care Fair Work Forum
- ARC and associated strategic forums (including Senior Managers Think Tank Meeting, ARC/ RQIA Executive Exchange Meeting, Workforce Development Group, Adult Safeguarding Champion Network);
- Regional Childcare Partnership Meetings and Local Adult Safeguarding Partnership Groups (across all 5 HSC Trusts)
- A range of forums linked to our Shared Lives Service including Shared Lives Plus UK Forum, Strategic Planning and Performance Group/ Shared Lives Forum and the Age NI Approval Panel.

IRL:

- HSE Guiding Principles Working Group
- DFI forums (HSE National HomeShare Working Group, All Employers Social Work Forum, Quality and Standards Advisory Group and HIQA Provider Rep Forum)
- National HomeSharing Network

Marketing / PR

During the reporting period:

- We have appeared in the press 20 times with a reach of 1.3M.
- Our CE has made 13 TV and radio appearances advocating on behalf of people we support, their families and the wider social care sector.
- We have updated our NI website based on WordPress (including Search Engine Optimisation for the first time) and moved our hosting to a much more cost-effective provider.
- We have extended our social media reach across all current platforms (i.e. Facebook, Twitter and Instagram).
- Grant funding and individual giving totalled approximately £69,000.

FINANCIAL REVIEW

Positive Futures (NI) receives contract funding from a range of statutory organisations including all five Health and Social Care Trusts in Northern Ireland. Our supported living, peripatetic housing support and shared lives (adult placement) services also receive funding from the Northern Ireland Housing Executive Supporting People Programme. The Trustees made the decision during 2023/24 to close our Reconnect site (used minimally for 'day opportunity' support). The site was sold on 24 October 2023.

The subsidiary companies in Ireland receive funding from the HSE for the provision of supported living, community support, day opportunities, residential and HomeShare services. In addition, we receive income from grants, foundations, charitable trusts, individuals and community fundraising activities to fund specific projects.

Details of the group and company results for the year including our income and related expenditure, balance sheet and the related notes can be found on pages 18 to 37.

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2024

Trustees' Report (continued)

As a group, income has increased to £20,746,728 (2023: £20,329,578). The growth has come from all 3 organisations in the group.

In Northern Ireland, we continue to operate in a challenging environment with increasing costs and continued pressure from funders to deliver efficiencies in the services we provide. However, during the year we have increased the number of people we support in supported living services and income has also increased by £82,663 to £15,142,777 (2023: £15,060,114).

As is the case for all social care providers in Northern Ireland, we continue to face significant challenges in the recruitment and retention of quality staff required for the delivery of high-quality services. This resulted in continued, significant spending on agency workers of £1,459,487 (2023: £1,329,778).

Following changes in the values of our investments, we recorded a gain of £41,773 (2023: loss of £77,115). Investments are reflected on the Balance Sheet at market value at 31 March 2024. Since the year end the market value of the charity's investments has dropped due to various market factors. The charity holds investments for income and for long term gains.

The Trustees report a deficit across the group of £310,440 (2023: surplus of £2,668,225). We note that the surplus in 2023 was partly due to one off transactions for this financial year.

Group turnover included Covid-19 funding received in respect of expenditure incurred in previous periods of £47,903 (2023: £406,823).

Group Surplus in 2023 included the value of NAHVI assets included upon change of control of £2,098,328.

The total group funds at 31 March 2024 were £8,206,492 (2023: £8,516,692). The total funds held for restricted purposes is £3,244,750 and of the unrestricted funds the Trustees have designated £2,260,496 details of this are shown in note 18.

The Trustees believe that despite the continuing challenging environment in Northern Ireland, the group remains in a good financial position.

The main financial risks the Trustees have identified are outlined in the Key Risks and Uncertainties section of this report.

Internal financial controls

The Board of Trustees has overall responsibility for ensuring that the company has in place an appropriate system of internal controls, financial and otherwise, to provide reasonable assurance that:

- the company is operating efficiently and effectively
- its assets are safeguarded against unauthorised use or disposition
- proper records are maintained, and financial information used within the company or for publication is reliable
- the company complies with relevant laws and regulations

The company's systems of financial control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss.

Statement of disclosure to auditors

The Trustees confirm that:

- So far as the Trustees are aware, there is no relevant audit information of which the company's auditors are unaware.
- They have taken all the steps that they ought to have taken as members in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Trustees' Report (continued)

KEY RISKS AND UNCERTAINTIES

Positive Futures' approach to risk management is guided by the Code of Good Governance (NI), the Governance Code (IRL) and other professional best practice and takes full cognisance of the context and environment in which we operate. Our approach is not designed to eliminate all risk, rather to balance control, cost of control and appropriate risk taking. We have a risk management policy and procedure which clearly defines roles and responsibilities and details procedures for risk identification, monitoring, reporting and escalation of issues.

The Corporate Risk Register is overseen and managed by the Corporate Services Director and owned by all Directors. The Corporate Risk Register is a standing item at each of the meetings of the Board of Trustees (in both Northern Ireland and Ireland).

During the reporting period, the Corporate Risk Register has included the following high risks:

NI:

- Staffing / workforce issues – remains as a high risk at 31 March 2024
- Funding issues – added as a new risk during the reporting period and remains as a high risk at 31 March 2024.

IRL:

- There were no corporate risks during the reporting period.

See earlier notes regarding the roll out of an electronic risk and goals system (DecisionTime, funded by the Supporting People Programme – Provider Innovation Fund).

Employee involvement and equal opportunities

Since its inception, Positive Futures has had an Equal Opportunities Policy in place which is reviewed and updated as necessary. This Policy outlines our commitment to the promotion of equality of opportunity in all aspects of employment and volunteering. Equality is a core value of our organisation and underpins everything we do. We oppose all forms of unlawful and unfair discrimination. All job applicants, staff and others who work for us are treated fairly and are not discriminated against on any grounds (e.g. in relation to gender, marital status, having dependents, religion, political opinion, race, disability, sexual orientation or age).

In 2006, Positive Futures (NI) established a Joint Consultative Committee (JCC), comprising representatives from all our service locations. In broad terms this forum has two main purposes. Firstly, to provide a platform where staff representatives from across the organisation can meet directly with Senior Managers in order to contribute to the organisation's development and decision-making. Secondly, to serve as a health and safety committee. In 2019, a JCC was established in Positive Futures (IRL) and, in April 2023, an Employee Engagement Forum was established in NAHVI. The Employee Engagement Forum covers the same broad areas as the JCC, however, given the size of NAHVI, it includes all staff as opposed to having a named representative from the service. Each of these consultative forums has proven very useful, both for staff and managers, in ensuring that staff voices are heard and that their involvement in the decision making of the organisation is meaningful.

Trustees' Report (continued)

Auditors

In July 2024, our previous external auditors, ASM (B) Ltd, transferred all their external audit contracts to Sumer Auditco NI Limited. The Board has agreed to the novation of the external audit contract to Sumer Auditco NI Limited.

A resolution to re-appoint the auditors, Sumer Auditco NI Ltd, will be submitted at the Annual General Meeting.

The Trustees' Report and the Strategic Report contained therein were approved by the Board of Trustees on 24 September 2024.



John Alexander
Chair

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives.

Opinion

We have audited the financial statements of Positive Futures: Achieving Dreams. Transforming Lives (the 'parent company') and its subsidiaries (the 'Group') for the year ended 31 March 2024 which comprise: the consolidated and company statements of financial activities; the consolidated and company balance sheets; the consolidated statement of cash flows; and the related notes. 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 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 of the parent company's affairs as at 31 March 2024 and of the Group's and the parent company's incoming resources and application of resources, including the Group's and the parent company's 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 and Ireland) (ISAs) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom and Ireland, including the Financial Reporting Council'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

We have nothing to report in respect of the following matters in relation to which the ISAs require us to report to you where:

- the use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Group's or the parent company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Respective responsibilities of Trustees and auditors

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

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives. (continued)

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Group Trustees' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Group Trustees' Report, including the Strategic Report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' 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 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.

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives. (continued)

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 considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: timing of recognition of income; and posting of unusual journals along with complex transactions. We discussed these risks with client management, designed audit procedures to test the timing of income, tested a sample of journals to confirm they were appropriate and reviewed areas of judgement for indicators of management bias to address these risks.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an Auditors' 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 charity and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Christine Hagan (Senior Statutory Auditor)

for and on behalf of

Sumer Auditco NI Limited

Chartered Accountants & Statutory Auditors

Glendinning House

6 Murray Street

Belfast

BT1 6DN

24 September 2024

Sumer Auditco NI Limited are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

Consolidated Statement of financial activities
(incorporating the Consolidated Income and Expenditure Account)

	Notes	Restricted £	Unrestricted £	2024 £	2023 £
Income and endowments from:					
Investments	3	-	48,911	48,911	26,291
Charitable activities	5	8,395,614	12,287,483	20,683,097	20,300,716
Other Income	4	12,091	2,629	14,720	2,571
Total income and endowments		<u>8,407,705</u>	<u>12,339,023</u>	<u>20,746,728</u>	<u>20,329,578</u>
Expenditure on:					
Charitable activities	6	<u>(9,044,722)</u>	<u>(11,949,056)</u>	<u>(20,993,778)</u>	<u>(19,751,127)</u>
Total expenditure		<u>(9,044,722)</u>	<u>(11,949,056)</u>	<u>(20,993,778)</u>	<u>(19,751,127)</u>
Net gains/(losses) on investments	12	-	41,773	41,773	(77,115)
Net income/(expenditure)		<u>(637,017)</u>	<u>431,740</u>	<u>(205,277)</u>	<u>501,336</u>
Other recognised gains / (losses)					
Unrealised foreign exchange gain/(loss)		(91,939)	(13,184)	(105,123)	68,761
Exceptional item	16	-	-	-	2,098,328
Transfers					
Transfers between funds	17	479,057	(479,057)	-	-
Net movement in funds		<u>(249,899)</u>	<u>(60,501)</u>	<u>(310,400)</u>	<u>2,668,425</u>
Reconciliation of funds:					
Total funds brought forward	17	<u>3,494,649</u>	<u>5,022,243</u>	<u>8,516,892</u>	<u>5,848,467</u>
Total funds carried forward	17	<u>3,244,750</u>	<u>4,961,742</u>	<u>8,206,492</u>	<u>8,516,892</u>

All amounts above relate to continuing operations of the group.

The notes on pages 23 to 37 form part of these accounts.

Company Statement of financial activities
(incorporating the Income and Expenditure Account)

	Notes	Restricted	Unrestricted	2024	2023
		£	£	£	£
Income and endowments from:					
Investments	3	-	48,911	48,911	26,291
Charitable activities	5	2,133,860	12,959,968	15,093,828	15,033,823
Other Income	4	-	38	38	-
Total income and endowments		<u>2,133,860</u>	<u>13,008,917</u>	<u>15,142,777</u>	<u>15,060,114</u>
Expenditure on:					
Charitable activities	6	<u>(2,580,737)</u>	<u>(12,652,931)</u>	<u>(15,233,668)</u>	<u>(14,913,106)</u>
Total expenditure		<u>(2,580,737)</u>	<u>(12,652,931)</u>	<u>(15,233,668)</u>	<u>(14,913,106)</u>
Net gains/(losses) on investments	12	-	41,773	41,773	(77,115)
Net income/(expenditure)		(446,877)	397,759	(49,118)	69,893
Other recognised gains		-	-	-	-
Transfers					
Transfers between funds	17	487,557	(487,557)	-	-
Net movement in funds		<u>40,680</u>	<u>(89,798)</u>	<u>(49,118)</u>	<u>69,893</u>
Reconciliation of funds:					
Total funds brought forward		-	4,545,837	4,545,837	4,475,944
Total funds carried forward		<u>40,680</u>	<u>4,456,039</u>	<u>4,496,719</u>	<u>4,545,837</u>

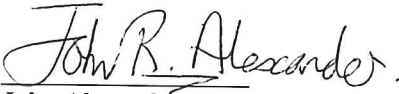
All amounts above relate to continuing operations of the company.

The notes on pages 23 to 37 form part of these accounts.

Consolidated Balance sheet

	Notes	2024 £	2023 £
Fixed assets			
Tangible fixed assets	11	2,701,245	3,075,282
Investments	12	881,604	824,904
		<u>3,582,849</u>	<u>3,900,186</u>
Current assets			
Debtors	13	2,163,444	2,535,198
Cash at bank and in hand		4,945,412	4,386,772
		<u>7,108,856</u>	<u>6,921,970</u>
Liabilities			
Creditors: amounts falling due within one year	14	<u>(2,485,213)</u>	<u>(2,305,264)</u>
Net current assets		<u>4,623,643</u>	<u>4,616,706</u>
Total assets less current liabilities		8,206,492	8,516,892
Net assets		<u>8,206,492</u>	<u>8,516,892</u>
The funds of the charity			
Unrestricted funds	17	4,961,742	5,022,243
Restricted funds	17	3,244,750	3,494,649
Total funds		<u>8,206,492</u>	<u>8,516,692</u>

The accounts on pages 18 to 37 were approved by the Board of Trustees and authorised for issue on 24 September 2024.


John Alexander
 Trustee


Mairead Mitchell
 Trustee

Co. Registration No. NI 029849

The notes on pages 23 to 37 form part of these accounts.

Company Balance sheet

	Notes	2024 £	2023 £
Fixed assets			
Tangible fixed assets	11	1,150,721	1,498,410
Investments	12	881,604	824,904
		<u>2,032,325</u>	<u>2,323,314</u>
Current assets			
Debtors	13	1,609,135	2,029,464
Cash at bank and in hand		2,611,279	1,744,901
		<u>4,220,414</u>	<u>3,774,365</u>
Liabilities			
Creditors: amounts falling due within one year	14	<u>(1,756,020)</u>	<u>(1,551,842)</u>
Net current assets		<u>2,464,394</u>	<u>2,222,524</u>
Total assets less current liabilities		<u>4,496,719</u>	<u>4,545,837</u>
Net assets		<u>4,496,719</u>	<u>4,545,837</u>
The funds of the charity			
Unrestricted funds	17	4,456,039	4,545,837
Restricted funds	17	40,680	-
Total funds		<u>4,496,719</u>	<u>4,545,837</u>

The accounts on pages 18 to 37 were approved by the Board of Trustees and authorised for issue on 24 September 2024.



John Alexander
Trustee



Mairead Mitchell
Trustee

Co. Registration No. NI 029849

The notes on pages 23 to 37 form part of these accounts.

Consolidated Statement of Cash Flows

	2024	2023
	£	£
Cash flows from operating activities:		
Net cash provided by operating activities (see below)	425,130	3,012,812
Cash flows from investing activities		
Dividends, interest and rents from investments	48,911	26,291
Proceeds from the sale of property, plant and equipment	417,098	12,191
Purchase of property, plant and equipment	(317,573)	(160,246)
Assets on Acquisition	-	(1,423,446)
(Purchase) / sale of investments	(14,926)	(34,886)
Net cash (used in) investment activities	<u>133,510</u>	<u>(1,580,096)</u>
Change in cash in the reporting period	<u>558,640</u>	<u>1,432,716</u>
Cash at the beginning of the reporting period	<u>4,386,772</u>	<u>2,954,056</u>
Cash at the end of the reporting period	<u>4,945,412</u>	<u>4,386,772</u>

Reconciliation of net income to net cash inflow from operating activities

	2024	2023
	£	£
Net income for the reporting period (as per the Consolidated Statement of financial activities)	(310,400)	2,668,425
Adjusted for:		
Depreciation charges	246,754	231,262
(Gains)/ losses on investments	(41,773)	77,115
Dividends, interest and rents from investments	(48,911)	(26,291)
(Decrease)/Increase in creditors	179,948	526,435
(Increase)/Decrease in debtors	371,754	(451,571)
(Profit)/Loss on disposal of Fixed Assets	(14,720)	(2,571)
Exchange difference on consolidation	42,478	(9,992)
Net cash provided by operating activities	<u>425,130</u>	<u>3,012,812</u>

Analysis of cash and cash equivalents

	31 March 2023	Cash Flow	31 March 2024
	£	£	£
Cash at bank and in hand	4,386,772	558,640	4,945,412
Total cash and cash equivalents	<u>4,386,772</u>	<u>558,640</u>	<u>4,945,412</u>

The notes on pages 23 to 37 form part of these accounts.

Notes to the accounts

1. Accounting policies

Basis of accounting

The accounts have been prepared under the historical cost convention and modified to include the revaluation of investments and in accordance with applicable accounting standards, the Companies Act 2006 and the Statement of Recommended Practice (“SORP”) 'Accounting and Reporting by Charities' (FRS 102) and in accordance with Financial Reporting Standard 102. A summary of the more important accounting policies, which have been applied consistently, is set out below.

Consolidation

The consolidated financial statements incorporate the financial statements of the company and its subsidiary undertakings as listed in note 12.

Public Benefit

Positive Futures: Achieving Dreams. Transforming Lives is a public benefit entity which is a company limited by guarantee, registered number NI29849. The company details are listed on page 2

Funds

The charity receives various types of funding which require separate treatment. These are as follows:

- a) unrestricted funds: funds which may be expended at the discretion of the Trustees in furtherance of the objectives of the charity; and
- b) restricted funds: funds which are earmarked by the donor for specific purposes

Designated funds

Designated funds relate to unrestricted incoming resources in the current and previous years, which are allocated to fund specific activities in future accounting periods.

Incoming resources

All income and grants of a revenue nature are credited to income in the period to which they relate. Income is only deferred when grants or income is received in advance of the year to which they relate.

Grants specifically for capital expenditure are credited to incoming resources in the period the capital expenditure is incurred. A designated fund is created in reserves, which is reduced over the expected useful lives of the related assets by equal annual instalments.

Other incoming resources are credited to income in the period to which they relate.

Funds received which have been earmarked by the donor for specific purposes are treated as restricted incoming resources.

Resources expended

Resources expended are analysed between restricted and unrestricted resources expended. The charity allocates resources expended into restricted and unrestricted elements on the basis of the direct and indirect costs associated with providing the service over the longer term. To ensure consistency, indirect costs are apportioned between funding sources on the basis of the cost allocation formulae determined at the establishment of the particular service.

Notes to the accounts (continued)

Going Concern

No material uncertainties related to events or conditions that may cast significant doubt about the ability of the company to continue as a going concern have been identified by the Trustees.

Pension scheme

The company operates a group personal pension plan. This defined contribution pension scheme is open to all staff. Employer's contributions vary as a % of pensionable earnings depending on the staff member's agreed terms and conditions. The assets of the scheme are held separately from those of the company in independently administered funds, and contributions are charged to the Statement of Financial Activities in the period to which they relate.

Operating leases

Costs in respect of operating leases are charged on a straight-line basis over the lease term.

Tangible fixed assets

Fixed assets are stated at their purchase cost, together with any incidental costs of acquisition. The company's policy is to capitalise individual fixed assets costing £300 or more.

Depreciation is calculated so as to write off the cost of tangible fixed assets (excluding land), less their estimated residual values, on a straight-line basis over the expected useful lives of the assets concerned. The principal annual rates used for this purpose are as follows:

	%
Buildings	4 - 25
Motor vehicles	25
Fixtures and fittings	25
Computer equipment	25
Plant and machinery	25-33

Debtors

Debtors are measured at their recoverable amounts.

Creditors and provisions for liabilities and charges

Creditors and provisions for liabilities and charges are measured at their settlement amount.

Judgements and estimates

In the process of applying the company's accounting policies, management has not made any significant judgements. There are no key assumptions concerning the future or other key sources of estimation, that have a significant risk of raising a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Investments

In accordance with the Statement of Recommended Practice, investments other than those in subsidiary companies, are shown in the balance sheet at market value. Subsidiary companies are stated at cost.

Notes to the accounts (continued)

Foreign Currency

Transactions in a foreign currency are recorded at the rate ruling at the date of the transaction. Assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

2. Volunteers

Our volunteers are involved in a range of activities from administrative tasks through to supporting the people we support to have the life they want. The contribution made by our volunteers in Family Support and Shared Lives Services is critical to the successful delivery of these Services.

3. Investment income

	2024	2023
	£	£
Bank interest	18,666	3,860
Income from investments	30,245	22,431
	<u>48,911</u>	<u>26,291</u>

4. Other Income

	Group		Company	
	2024	2023	2024	2023
	£	£	£	£
Profit from disposal of fixed assets	14,720	2,571	38	-
	<u>14,720</u>	<u>2,571</u>	<u>38</u>	<u>-</u>

5. Incoming resources from charitable activities

Group	Restricted	Unrestricted	2024	Restricted	Unrestricted	2023
	£	£		£	£	
Health Board and Trust income	-	11,661,991	11,661,991	-	11,290,315	11,290,315
Supporting People income	2,020,916	-	2,020,916	2,485,901	-	2,485,901
Health Service Executive Grant	6,245,183	-	6,245,183	5,785,422	-	5,785,442
Income from service users	15,276	586,345	601,621	13,342	519,124	532,466
Other fees and grants	112,944	-	112,944	81,830	89,381	171,211
Consultancy income	-	-	-	-	-	-
Gifts and other income	1,295	39,147	40,442	-	35,381	35,381
	<u>8,395,614</u>	<u>12,287,483</u>	<u>20,683,097</u>	<u>8,366,515</u>	<u>11,934,201</u>	<u>20,300,716</u>

Notes to the accounts (continued)

5. Incoming resources from charitable activities (continued)

Company	Restricted	Unrestricted	2024	Restricted	Unrestricted	2023
	£	£	£	£	£	£
Health Board and Trust income	-	11,661,991	11,661,991	-	11,290,315	11,290,315
Supporting People income	2,020,916	-	2,020,916	2,485,901	-	2,485,901
Income from service users	-	549,075	549,075	-	488,328	488,328
Other fees and grants	112,944	-	112,944	81,831	89,109	170,940
Gifts and other income	-	748,902	748,902	-	598,339	598,339
	<u>2,133,860</u>	<u>12,959,968</u>	<u>15,093,828</u>	<u>2,567,732</u>	<u>12,466,091</u>	<u>15,033,823</u>

6. Expenditure on charitable activities

The company allocates its costs between Restricted and Unrestricted expenditure as follows:

Group	Restricted	Unrestricted	2024	Restricted	Unrestricted	2023
	£	£	£	£	£	£
Direct care staff costs	6,431,147	9,027,453	15,458,560	5,988,065	9,225,488	15,213,553
Head Office staff costs	255,020	1,866,486	2,121,506	405,538	1,287,979	1,693,517
Other staff costs	419,327	100,485	519,812	395,397	91,692	487,088
ICT costs	62,480	118,364	180,844	39,769	117,292	157,061
Travel, subsistence and volunteers' expenses	268,184	148,538	416,720	242,350	181,578	423,928
Training costs	151,055	15,573	166,628	110,162	8,153	118,315
Premises and insurance costs	360,817	374,758	735,575	290,606	309,836	600,442
Depreciation	116,566	130,189	246,755	70,393	153,771	224,164
Other support costs	980,126	167,212	1,147,338	809,174	23,884	833,058
	<u>9,044,722</u>	<u>11,949,056</u>	<u>20,993,778</u>	<u>8,351,454</u>	<u>11,399,673</u>	<u>19,751,127</u>

Company	Restricted	Unrestricted	2024	Restricted	Unrestricted	2023
	£	£	£	£	£	£
Direct care staff costs	2,301,074	9,593,134	11,894,208	2,597,790	9,682,704	12,280,494
Head Office staff costs	31,677	1,868,471	1,900,148	33,583	1,348,609	1,382,192
Other staff costs	27,973	123,270	151,243	30,585	94,621	125,206
ICT costs	18,631	126,291	144,922	5,293	122,916	128,209
Travel, subsistence and volunteers' expenses	37,883	145,401	203,117	26,347	189,636	215,983
Training costs	68,666	22,877	91,543	80,607	7,022	87,629
Premises and insurance costs	62,803	406,320	469,123	80,693	327,204	407,897
Depreciation	2,207	130,189	132,396	2,582	160,942	163,524
Other support costs	29,823	236,978	246,967	92,772	29,200	121,972
	<u>2,580,737</u>	<u>12,652,931</u>	<u>15,233,668</u>	<u>2,950,252</u>	<u>11,962,854</u>	<u>14,913,106</u>

Direct care staff costs include the provision of personal care and housing support to the people we support.

Notes to the accounts (continued)

7. Employee information

The average weekly number of persons, including part time and relief staff employed by the group during the year was:

	Group		Company	
	2024 Number	2023 Number	2024 Number	2023 Number
By activity:				
Direct care activities	619	608	515	512
Administration and training	94	92	81	75
	<u>713</u>	<u>700</u>	<u>596</u>	<u>587</u>

	Group		Company	
	2024 £	2023 £	2024 £	2023 £
Staff costs (for the above persons)				
Wages and salaries	15,552,254	14,342,931	11,049,286	10,908,105
Social security costs	1,404,872	1,286,390	920,612	984,761
Pension costs	387,379	345,237	323,575	298,858
	<u>17,344,505</u>	<u>15,974,558</u>	<u>12,293,473</u>	<u>12,191,724</u>

Group spend on agency workers amounted to £1,459,487 (2023: £1,329,778).

Pension contributions in the year for the provision of a defined contribution scheme amounted to £387,379 (2023: £345,237) and contributions due at the year-end amounted to £nil (2023: £38).

Additional 30 employees are employed by NAHVI which became part of the group on 1 September 2022.

During the year one employee, the Chief Executive of the group, received remuneration (excluding employer's pension contributions) between £105,000 and £115,000. (2023: One)

Four employees, excluding the Chief Executive, (2023: four) received emoluments (excluding employer's pension contributions) over £60,000 during the year.

None of the Trustees received any remuneration during the year.

During the year the Director Team received remuneration (excluding employer's pension contributions) totalling £554,627 (2023: £485,223).

During the year redundancy costs of £6,135 were incurred (2023: £nil).

During the year, the costs for six employees (2023: Six) were recharged to another Group Company, 2 of which relate to the new group entity NAHVI.

Notes to the accounts (continued)

8. Net incoming resources

	2024	2023
	£	£
Net income/(expenditure) is stated after charging/(crediting):		
Depreciation on tangible owned fixed assets	246,755	231,262
(Profit)/Loss on revaluation of investments	41,773	77,115
Interest (receivable)/payable	18,666	3,860
Auditors' remuneration - audit	29,622	33,543
Auditors' remuneration - other	5,410	7,872
(Profit)/Loss on disposal of tangible assets	14,720	2,571

9. Taxation

The group is exempt from taxation due to its charitable status as approved by the Inland Revenue and Revenue Commissioners. No tax is therefore payable on the deficit for the year £310,400 (2023: surplus of £2,668,425)

10. Auditors' remuneration

The auditors' remuneration of £23,790 (2023: £41,415) is split as follows:

	2024	2023
	£	£
Audit services - group	23,790	33,543
Payroll, Tax and other services	5,410	7,872
	<u>29,200</u>	<u>41,415</u>

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Annual report for the year ended 31 March 2024

Notes to the accounts (continued)

11. Tangible fixed assets

Group tangible fixed assets	Land & buildings £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Plant and Machinery £	Total £
Cost						
At 31 March 2023	3,801,947	314,591	320,384	293,276	6,017	4,736,215
Additions	160,881	84,569	47,223	24,899	-	317,572
Disposals	(441,072)	(21,533)	(2,245)	(38,963)	(1,412)	(505,225)
Exchange adjustments	(39,348)	(4,663)	(3,216)	(1,170)	(124)	(48,521)
At 31 March 2024	<u>3,482,408</u>	<u>372,964</u>	<u>362,146</u>	<u>278,042</u>	<u>4,481</u>	<u>4,500,041</u>
Depreciation						
At 31 March 2023	992,814	177,551	230,516	254,628	5,424	1,660,993
Charge for the year	116,599	68,888	34,489	26,572	206	246,754
Disposals	(41,441)	(19,942)	(1,473)	(38,965)	(1,025)	(102,846)
Exchange adjustments	(1,950)	(2,072)	(872)	(1,027)	(124)	(6,045)
At 31 March 2024	<u>1,066,022</u>	<u>224,425</u>	<u>262,660</u>	<u>241,208</u>	<u>4,481</u>	<u>1,798,796</u>
Net book values						
At 31 March 2024	<u>2,416,386</u>	<u>148,539</u>	<u>99,486</u>	<u>36,834</u>	<u>-</u>	<u>2,701,245</u>
At 31 March 2023	<u>2,809,133</u>	<u>137,040</u>	<u>89,868</u>	<u>38,648</u>	<u>593</u>	<u>3,075,282</u>
Company tangible fixed assets						
Company tangible fixed assets	Land & buildings £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Plant and Machinery £	Total £
Cost						
At 31 March 2023	2,335,964	168,021	214,414	251,834	1,412	2,971,645
Additions	160,881	-	7,473	18,734	-	187,088
Disposals	(441,072)	(14,840)	(2,245)	(38,963)	(1,412)	(498,532)
At 31 March 2024	<u>2,055,773</u>	<u>153,181</u>	<u>219,642</u>	<u>231,605</u>	<u>-</u>	<u>2,660,201</u>
Depreciation						
At 31 March 2023	933,112	113,712	208,245	217,348	819	1,473,236
Charge for the year	79,475	23,895	5,186	23,635	206	132,397
Disposals	(41,441)	(13,249)	(1,473)	(38,965)	(1,025)	(96,153)
At 31 March 2024	<u>971,146</u>	<u>124,358</u>	<u>211,958</u>	<u>202,018</u>	<u>-</u>	<u>1,509,480</u>
Net book values						
At 31 March 2024	<u>1,084,628</u>	<u>28,823</u>	<u>7,684</u>	<u>29,587</u>	<u>-</u>	<u>1,150,721</u>
At 31 March 2023	<u>1,402,852</u>	<u>54,309</u>	<u>6,169</u>	<u>34,486</u>	<u>593</u>	<u>1,498,410</u>

Notes to the accounts (continued)

12. Investments

	2024 £
Investments at market value at 31 March 2023	824,904
Investment income reinvested	0
Purchase of investments	121,089
Disposal of Investments	(106,162)
Net gain on revaluation and realisation	41,773
Investments at market value at 31 March 2024	<u>881,604</u>

The historical cost of the investments is £905,692 (2023: £889,483).

Positive Futures has an investment policy which provides a framework for making investment decisions. These investments aim to provide a balance between capital growth and income generation over the medium to long term with a medium level of risk. Except as noted below the investments are in a mixture of liquid assets such as equities, fixed interest securities, alternative assets and cash within allocation ranges as set out in the investment policy. For ethical reasons no direct equity investment is made in Tobacco, Alcohol, Gambling, Armaments and industries involved in exploitation of Human Rights. The management of investments is done by an external discretionary Investment Manager appointed by the Trustees.

Investments are reflected on the Balance Sheet at market value at 31 March 2024.

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Notes to the accounts (continued)

12. Investments (continued)

Positive Futures also exercises control over two subsidiary companies whose results are detailed below:

Name	Business	Registered Office	Shares held	Period end	Turnover in year	Profit/(loss) after tax	Net assets/(liabilities)
Positive People (NI) C.I.C Registered Number NI623255	Employment Agency	2b Park Drive Bangor County Down	None – limited by guarantee	n/a	-	-	-
Positive Futures: Achieving Dreams. Transforming Lives. CLG Registered Number 566738	Provision of Social Care Services Charity Registration number 20106348	Nesta Business Centre Unit 4-5 Burton Hall Park Burton Hall Road Sandyford Business Park Dublin 18 D18 A094	None – limited by guarantee	31 March 2024	€6,427,817	€162,869	2,166,265
National Association of Housing for Visually Impaired (NAHVI) CLG Registered Number 317329	Provision of Social Care Services Charity Registration number CHY13759	56 Hazelwood Beaverstown Road, Donabate Co. Dublin K36 XR28	None – limited by guarantee	31 March 2024	€1,113,614	(€343,771)	€2,169,989

On 16 February 2024 an application was made to voluntarily strike off Positive People CIC NI623255. The company was dissolved on 14 May 2024 and is no longer part of the group.

NAHVI filed accounts for 15 months to 31 March 2024 to bring year end in line with the rest of the Group. 12 months results are consolidated in the Group Financial statements.

Notes to the accounts (continued)

13. Debtors

	Group 2024	Group 2023	Company 2024	Company 2023
	£	£	£	£
Amounts falling due within one year:				
Trade debtors	1,747,492	2,107,920	1,290,826	1,565,913
Other debtors	14,874	27,068	14,875	27,068
Prepayments and accrued income	401,078	400,210	299,567	344,544
Amounts owed by subsidiary undertakings	-	-	3,867	123,981
Provision for amounts owed by subsidiary undertakings	-	-	-	(32,042)
	<u>2,163,444</u>	<u>2,535,198</u>	<u>1,609,135</u>	<u>2,029,464</u>

14. Creditors: amounts falling due within one year

	Group 2024	Group 2023	Company 2024	Company 2023
	£	£	£	£
Trade creditors	337,624	602,974	267,102	514,748
Other creditors	958,815	335,830	860,745	279,639
Accruals and deferred income	843,675	1,065,050	412,959	540,230
Other taxes and social security	345,099	301,410	215,214	217,225
	<u>2,485,213</u>	<u>2,305,264</u>	<u>1,756,020</u>	<u>1,551,842</u>

Included in other creditors are unallocated credit transactions on debtor accounts that were reclassified to a separate credit balances account in the current year. The prior year reclassification would have been £276,441.

15. Deferred Income

Included in accruals and deferred income is deferred income of £254,392 (2023: £531,131) for the Group, and £60,495 (2023: £273,764) for the Company. Deferred income comprises deferred grants and income for services to be provided after the year end.

	Group £	Company £
Balance as at 31 March 2023	531,131	273,764
Amount moved to other creditors	(61,978)	(153,097)
Amount released to incoming resources	(351,379)	(70,172)
Amount deferred in year	150,092	10,000
Exchange differences	(13,474)	-
Balance as at 31 March 2024	<u>254,392</u>	<u>60,495</u>

Notes to the accounts (continued)

16. Exceptional item

Included in the prior year's figures are the exceptional item in relation to NAHVI which was brought into the Group on 1 September 2022. The breakdown of the exceptional item is as follows:

	NAHVI
	£
Fixed Assets	1,423,446
Current Assets	795,171
Current Liabilities	(120,289)
Net Assets	<u>2,098,328</u>
Unrestricted Funds	391,732
Restricted Funds	1,706,596
Total Funds	<u>2,098,328</u>

There are no exceptional items in this financial year.

Notes to the accounts (continued)

17. Analysis of net assets between funds

	At 31 March 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£	£	£
Unrestricted funds					
Designated funds	2,272,235	-	-	(11,739)	2,260,496
Unrestricted funds NAHVI	426,614	37,270	(11,735)	3,144	455,293
General funds	2,323,394	12,301,753	(11,908,732)	(470,462)	2,245,953
Total unrestricted funds	5,022,243	12,339,023	(11,920,467)	(479,057)	4,961,742
Restricted funds					
Supporting People	-	1,973,013	(2,508,473)	535,460	-
Supporting People Covid 19 Emergency Funding	-	47,903		(47,903)	-
Bailey Thomas	-	10,000	-	-	10,000
National Lottery Community Fund	-	10,000	(10,000)	-	-
National Lottery Digital Transformation	-	50,000	(24,111)	-	25,889
SEED Grant	-	2,100	(105)	-	1,995
Hospital Saturday Fund	-	2,000	-	-	2,000
Wolfson Foundation	-	16,119	(16,119)	-	-
Ulster Garden Village	-	19,475	(19,475)	-	-
British Science Week	-	1,000	(1,000)	-	-
BUPA	-	2,250	(1,454)	-	796
HSE Grants	1,645,781	5,332,813	(5,231,074)	-	1,747,520
Other restricted funds	60,227	16,571	(21,435)	-	55,363
NAHVI	1,788,641	924,461	(1,303,415)	(8,500)	1,401,187
Total restricted funds	3,494,649	8,407,705	(9,136,661)	479,057	3,244,750
Total funds	8,516,892	20,746,728	(21,057,128)	-	8,206,492

The charity's policy in respect of transfers between designated funds is set out in the Trustees' Report. The transfers affected in respect of the year ended 31 March 2024 are set out in detail in note 18.

The Supporting People restricted funds have arisen from funding received from the Supporting People programme. The programme funds a range of services which provide housing related support to vulnerable people to improve their quality of life and gain independence. The funds are restricted to be used on the agreed services and support tasks contained in the funding agreements. The Trustees have previously agreed to eliminate annually any deficit that arises in respect of that fund.

The Supporting People – Covid-19 Emergency Funding restricted fund arose from funding to cover exceptional costs associated with the Covid-19 pandemic. The final payment in relation to this was received during this financial year. This was transferred to unrestricted funds as costs had been incurred in previous financial years.

HSE grants are for the provision of care and support services in Ireland. Other restricted funds arise from grant funding received that is restricted for use in specific projects. The Trustees have agreed to make available reserves to eliminate any deficits that arise.

Notes to the accounts (continued)

18. Analysis of designated fund movement

The funds designated by the Board of Trustees in line with their policies as set out in the Trustees' Report:

	Balance at 31 March 2023	Retained surplus / (deficit) for the year	Transfers (from)/to funds	Balance at 31 March 2024
	£	£	£	£
Designated funds				
Under occupancy fund	65,000	-	-	65,000
Redundancy fund	65,000	-	-	65,000
Service development fund	50,000	-	-	50,000
Building repairs and maintenance fund	333,107	-	-	333,107
Organisational development Fund	40,000	-	-	40,000
Management development and training fund	45,000	-	19,464	64,464
Volunteer coordination fund	-	-	-	-
Replacement MV fund	50,000	-	-	50,000
User involvement / PCP	8,000	-	-	8,000
PR and fundraising	44,000	-	20,000	64,000
Replacement IT and F&F	40,000	-	10,000	50,000
Digital transformation	333,000	-	25,000	358,000
Behaviour support fund	52,000	-	-	52,000
Legal costs fund	50,000	-	-	50,000
Health and wellbeing Strategy	27,500	-	-	27,500
Corporate planning	7,500	-	7,500	15,000
Recruitment and retention Strategy	256,000	-	100,000	356,000
Capital grants fund	150,416	-	(9,401)	141,015
Covid-19 pandemic fund	-	-	-	-
Climate change fund	40,000	-	35,000	75,000
Covid-19 emergency funding	-	-	-	-
Family services fund	28,000	-	-	28,000
Agency staff usage fund	538,000	-	(220,000)	318,000
PF Ireland fund	49,712	-	698	50,410
Designated funds	2,272,235	-	(11,739)	2,260,496
Unrestricted funds NAHVI	426,614	25,535	3,144	455,293
General fund	2,323,394	393,021	(470,462)	2,245,953
Total unrestricted funds	5,022,243	418,556	(479,057)	4,961,742

In the year ended 31 March 2024 a transfer was made of £479,057 (2023: £617,126) from unrestricted funds. This was to eliminate a deficit in restricted funds, note 17.

Notes to the accounts (continued)

19. Operating leases

At 31 March 2024, the group had future minimum lease payment commitments under non-cancellable operating leases as follows:

Group	2024	2023
	£	£
Land and buildings expiring:		
In less than one year	82,712	106,965
Between two and five years	66,826	120,333
More than five years	6	-
	<u>149,544</u>	<u>227,298</u>

	2024	2023
	£	£
Motor vehicles expiring:		
In less than one year	-	5,559
Between two and five years	-	-
More than five years	-	-
	<u>-</u>	<u>5,559</u>

Lease payments recognised as expenses in the period were £109,057.

At 31 March 2024, the Company had future minimum lease payment commitments under non-cancellable operating leases as follows:

Company	2024	2023
	£	£
Land and buildings expiring:		
In less than one year	47,916	72,416
Between two and five years	64,300	107,356
More than five years	-	-
	<u>112,216</u>	<u>179,772</u>

Lease payments recognised as expenses in the period were £72,930

Notes to the accounts (continued)

20. Contingent liabilities

A contingent liability exists to repay grants received, where certain conditions have not been fulfilled by the company. In the opinion of the Trustees, the terms of the letters of offer have been complied with and no liability is expected.

With the NAHVI company there is contingent liabilities in relation to Property Charges: In the event that the company should cease to use certain properties for the purpose which the grants were received, these grants could become repayable, in part or in whole. Also, there is a number of legal charges in place over the related properties as a result of the grants received.

21. Guarantors

The company is a company limited by guarantee and does not have share capital. The liability of guarantors is limited to £1 in the event of the company being wound up.

22. Control

The company is controlled by a Board of Trustees.

23. Analysis of payments to Trustees and Related Parties by the group

	2024	2023
	£	£
Payments to ARC Limited	3,517	2,255
Reimbursement of expenses to Trustees	922	360
Services received from NAHVI	-	951
Services provided to NAHVI	-	(153,971)

Expenses reimbursed to Trustees are for travel and subsistence. Trustees were reimbursed for £922 expenses during the year. (2023: £360)

Agnes Lunny, Chief Executive of Positive Futures: Achieving Dreams. Transforming Lives. was also a Trustee of ARC Limited during the year and Fiona McCabe, Group Director of Positive Futures: Achieving Dreams. Transforming Lives. to 23 February 2024, was Chairperson of ARC Limited during the year.

ARC Limited a charitable company which provided services to Positive Futures.

In prior year Fiona Keogh and John Alexander, Directors of Positive Futures, were also Directors of the National Association of Housing for Visually Impaired (NAHVI). Services provided to NAHVI and received from were done on an arm's length basis until 31 August 2023, after this date NAHVI formed part of the group and no longer is a related party.

Except as disclosed above there were no other related party transactions during the year.

Positive Futures: Achieving Dreams. Transforming Lives

Northern Ireland - Charity number 101385

Annual report

**Positive Futures: Achieving Dreams.
Transforming Lives.**

**Annual report and consolidated financial statements for
the year ended 31 March 2024**

Registered No: NI 029849

Annual Report

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Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2024

Trustees and advisers

Trustees

Carol Workman
Laurence Taggart
John Alexander
Gerardine Cunningham (resigned 26 September 2023)
Mary Bryce
Austin Treacy
Mairead Mitchell
David Scoffield (resigned 26 September 2023)
Jim Gamble (resigned 22 January 2024)
Stephen Cross
Ian Edwards (resigned 27 June 2023)
Peter Woodhead
Amanda Slevin (from 9 April 2024)
Gareth Hetherington (from 9 April 2024)

Directors Team

Chief Executive	Agnes Lunny
Executive Director	Paul Roberts
Group Director	Fiona McCabe (left 23 February 2024)
Finance Director	John Carew (from 12 February 2024), Liam Dorrian (previous Finance Director) took up post of Senior Project Manager 01 April 2024
HR Director	Christopher Perry
Operations Director NI	Siobhan O'Donnell (from 19 March 2024 - 26 July 2024), Frances Murphy (left 31 October 2023)
Operations Director IRL	Kerry Mallon (from 9 October 2023)
Corporate Services Director	Joanne Corcoran

Secretary

Dawn Morrow

Auditors

Sumer Auditco NI Limited
Chartered Accountants and Statutory Auditors
Glendinning House
6 Murray Street
Belfast
BT1 6DN

Solicitors

Worthington Solicitors
2 Court Street
Newtownards
BT23 7NX

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2024

Trustees and advisers (continued)

Bankers

Danske Bank
Bloomfield Shopping Centre
South Circular Road
Bangor
BT19 7HB

Investment Advisors

Quilter Cheviot
Montgomery House
29-33 Montgomery Street
Belfast BT1 4NX

Registered Office and Head Office

2b Park Drive
Bangor
BT20 4JZ

Registered name of Charity

Positive Futures: Achieving Dreams. Transforming Lives.
Registered with the Charity Commission for Northern Ireland: Charity Number: 101385
Company Number: NI 029849

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2024

Trustees' Report

The Trustees present their report and the audited accounts for the year ended 31 March 2024. The Trustees' Report also incorporates the requirements of a Strategic Report as required by legislation.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Positive Futures (NI) was first established on 02 October 1995 and was initially called United Response NI. We changed our name to Positive Futures in 2002 and have a Memorandum and Articles of Association which established our objects and powers, and we are governed under its Articles of Association. We are a company limited by guarantee (CRN NI 29849) and are a registered charity with the Inland Revenue (charity number XR28291) and the Charity Commission NI (CCNI 101385). The address of the company's registered office, which is also its principal address, is given on page 4.

The charity is managed by a Directors' Team, headed by the Chief Executive, which operates within the authorities as delegated by the Trustees and detailed in the Delegated Authorities Policy. The governing body is the Board of Trustees whose members are also directors for the purposes of company law. Members of the Board of Trustees are elected by other Trustees and have responsibility for ensuring that the charity is performing well, is solvent and complies with all its obligations. The Directors' Team reports to and attends Board and Committee Meetings.

The Board is comprised of a Chair, Vice-Chair and Trustees with skills in HR, Education, Learning Disability Services, Building Surveying, Law, Finance, the Environment, Economic Development and lived experience. At the time of writing there are 10 Board members. Members of the Directors' Team and the Board of Trustees are listed on page 3.

The Trustees have put in place a formal risk management framework for the charity to identify the major risks that the charity faces and establish systems to manage and mitigate those risks.

Members of the Board of Trustees receive no remuneration. Where claimed, expenses are reimbursed.

New Trustees are invited to meet with the Chair and the Chief Executive and are provided with an induction which includes clarification of roles, responsibilities and expectations of Trustees. The charity has a "Trustees Contact with Services Policy" which details the relationship between Trustees and the wider organisation and the expectation that Trustees will meet and spend time with staff and the people we support.

The arrangements for setting the pay and remuneration for the charity's Chief Executive and Executive Director lie with the Remuneration Committee of the Board of Trustees; this comprises three Trustees, one of whom is the Chair. In determining pay levels, the Committee benchmarks with equivalent market rates of pay, terms and conditions.

The Code of Good Governance (NI) and Charities Governance Code (IRL) set out the principles and key elements of good governance for the Boards to follow.

Positive Futures completed a Governance Day in November 2023 with all Trustees and Directors, which was facilitated by an external consultant. This review work will inform our next Corporate Plan i.e. our Positive Plan for 2024-28.

Subsidiaries

Positive Futures (NI) is the parent company of three subsidiary companies: Positive People (NI) C.I.C., Positive Futures: Achieving Dreams. Transforming Lives. CLG (Positive Futures (IRL)), and National Association of Housing for Visually Impaired Company CLG. An application to strike off and dissolve Positive People (NI) C.I.C. was submitted to Companies House in February 2024 and we received confirmation that Positive People was dissolved on 14 May 2024. The details of these subsidiaries are provided in note 12 in the accounts.

The Trustees of Positive Futures (NI) are responsible for the Group's overall strategic direction.

Trustees' Report (continued)

REFERENCE AND ADMINISTRATIVE DETAILS

The details of the charity, Trustees, Chief Executive and Directors Team to whom the Trustees delegate day to day management of the charity, together with other relevant professional organisations who provide services and advice to the charity, are listed on pages 3 to 4.

Statement of recommended practice

The accounts have been prepared in accordance with applicable accounting standards, the Companies Act 2006 and the Statement of Recommended Practice ("SORP") 'Accounting and Reporting by Charities (FRS 102)' and in accordance with Financial Reporting Standard 102.

Trustees' responsibilities

The Trustees are required by company law to prepare accounts for each financial year that give a true and fair view of the state of affairs of the company at the end of the financial year and of the surplus or deficit of the company for that year.

The Trustees confirm that suitable accounting policies have been used, and these have been applied consistently, and reasonable and prudent judgements and estimates have been made in the preparation of the accounts for the year ended 31 March 2024. The Trustees also confirm that applicable accounting standards have been followed and that the accounts have been prepared on the going concern basis.

The Trustees are responsible for keeping proper accounting records, for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

OBJECTIVES AND ACTIVITIES

Our charity's purposes, as set out in the objects contained in the Company's Memorandum and Articles of Association, are to:

- enable children and adults with a learning disability, acquired brain injury or autism and their families and carers to take control of their lives;
- provide support to individuals enabling them to live full and valued lives within their local communities;
- promote the rights and equality of beneficiaries and in so doing advocate for changes that people need and want;
- pilot and provide a range of innovative care and support services which meet the identified needs of beneficiaries;
- educate and raise awareness among the public of issues pertaining to people with a learning disability, acquired brain injury or autism; and
- such other exclusively charitable purposes according to the law of Northern Ireland, for the beneficiaries as the Trustees may from time to time decide.

The aims of our charity are to support children and adults with a learning disability, acquired brain injury or autism to lead full and valued lives in their own communities.

Trustees' Report (continued)

Public benefit statement

The Trustees have had regard to the Charity Commission's statutory guidance on public benefit.

The direct benefits which flow from our purposes include:

- The promotion and improvement of individual health and well-being and family-life by providing person-centred support services to reduce stress and negative impacts for families and individuals.
- The promotion and improvement of individual well-being and an independent active lifestyle within the community, improving feelings of individuality and self-worth.
- Raising awareness of the issues affecting our beneficiaries to promote knowledge, understanding and to challenge disadvantage and discrimination thereby creating a more welcoming inclusive society.
- The provision of more person-centred support services which will improve individual well-being, family life and feelings of community inclusion.
- Raising awareness of the issues affecting our beneficiaries to promote knowledge, understanding and to challenge disadvantage and discrimination thereby creating a more welcoming inclusive society.

Who used and benefitted from our services?

Positive Futures, Northern Ireland (NI)

In 2023-24, Positive Futures: Achieving Dreams. Transforming Lives. ("Positive Futures (NI)") provided the following services:

- Adult services – supported living and peripatetic housing support, residential short breaks, shared lives (adult placement) services, day opportunities and services for people with a learning disability and hearing loss.
- Children and young people's services – children's residential service (to note, this service transferred to NHSCT on 31 January 2024), children and family support services, including the Autism Outreach Service and the Brighter Futures Project (due to lack of long-term funding, Brighter Futures ceased on 31 March 2024).

During 2023-24, Positive Futures (NI) provided direct support to N=481 people (this figure includes time-bound packages of support delivered by our Autism Outreach Service, Lakeland Family Support Service and Arches Family Support Service). During the year, the number of people supported through our supported living services and peripatetic services decreased from 142 in 2023 to 137 in 2024 (to note, 1 person moved to be supported by a mental health facility and sadly a number of people we support died). These are long term support arrangements which, in the main, support people with complex needs and require significant funding and staffing levels.

In addition to the 481 people directly supported throughout 2023-24, the families and carers of these individuals also benefitted indirectly from the support provided.

Positive Futures, Ireland (IRL) and National Association of Housing for Visually Impaired (NAHVI)

In 2023-24, Positive Futures: Achieving Dreams. Transforming Lives CLG ("Positive Futures (IRL)") and the National Association of Housing for Visually Impaired ("NAHVI") provided the following services:

- **Adult services** – supported living, community support, day opportunities, residential and HomeShare / short break services.
- **Children and young people's services** – community support services and HomeShare / short break services.

Trustees' Report (continued)

During 2023-24, Positive Futures (IRL) and NAHVI provided direct support to N=115 people. During the year, there was some fluctuation in the number of people supported linked to the changes in the number of people supported by our Mo Shaol service. The number of people supported through our supported living services is the same in 2024 as in 2023 (N=30). As noted above, these are long term support arrangements which, in the main, support people with complex needs and require significant funding and staffing levels.

In addition to the 115 people directly supported, the families and carers of these individuals also significantly benefitted from the support provided.

Ensuring our work delivers our aims

Our governance framework comprises the values, culture, systems and processes by which Positive Futures (NI) and its subsidiaries are directed and controlled and the activities through which we are answerable to, and engage with, the people we support, funders, the public and other stakeholders.

To direct and guide the organisation's objectives and activities, Positive Futures (NI) and its subsidiaries have an over-arching Corporate Plan, from which annual business plans are developed. The Corporate Plan outlines the long-term strategic aims for the organisation and the annual business plan links our operational activities to our Corporate Plan. Our current Plan runs from 2020 to March 2024.

We review our aims, objectives and activities each year to see what we have achieved and the outcomes of our work. We check the success of each key activity and the outcomes for the people we support, their families and carers. This helps us to ensure that what we are doing remains focused on our stated purposes and for the public benefit.

Our Corporate Aims

Our Corporate Aims (for April 2020 – March 2024) in both Positive Futures (NI) and the other group companies:

Recruitment and Retention

By 2024 we will have reduced vacancies to 5% of organisational size and be the 'preferred employer' ('employer of choice') in the sector as demonstrated by:

- attracting the best staff
- increasing staffing levels
- improving retention and staff engagement.

Efficiency and Effectiveness

By 2024 we will free up management time by a minimum of 10% through identifying and improving internal processes and systems and refocusing time on staff / team development.

Growth

By 2024 we will secure a range of accommodation options to support a minimum of 30 additional people.

Influence and Funding

By 2024 we will have:

- raised our profile by 10% as a leader in our field with our unique service offers
- a voice in all relevant forums influencing the sector.

In addition to these four priority areas, we have confirmed our commitment to playing our part in tackling climate change. We have developed, and are implementing, a Positive Green Strategy and associated action plan.

Trustees' Report (continued)

During the reporting period, we have completed:

- a review of progress against all strategic aims (see section below regarding the achievements and performance against our Corporate Plan 2020-24)
- a major consultation exercise to collate stakeholder feedback on the progress of our Corporate Plan and identified priorities for our next Corporate Plan
- a strategic planning exercise with Trustees and senior managers
- a high-level all Ireland Corporate Plan, called our Positive Plan for 2024-28 (work is in progress to publish the full Corporate Plan by September 2024).

At the end of March 2024, we hosted a major celebratory event to celebrate our achievements across the island of Ireland.

ACHIEVEMENTS AND PERFORMANCE

On the basis of our review work and the stakeholder feedback we received regarding our achievements and performance, our key achievements include:

- Our person-centred support which transforms lives and is highly valued by the people we support, families and commissioning partners.
- Having great staff. We have worked extremely hard to address the staff vacancy challenges. These staffing challenges have been in both NI and IRL, however, the level of vacancies has been particularly high in NI requiring a significant focus on both recruitment and retention activities, including revisions to terms and conditions for NI staff. We have also progressed work to improve staff engagement and communication (e.g. by strengthening our JCC, see later section) and are progressing a range of staff engagement initiatives to retain staff. In relation to volunteers, since the Covid-19 pandemic we have a minimal number of volunteers in our services.
- Our lobbying activities, particularly in NI, to campaign for (improved salaries, wider terms and conditions for social care staff and opportunities and funding for our support services. These activities have been extensive and have strengthened our reputation in the sector.
- The introduction of increased digitalisation, cloud-based systems (e.g. to improve internal communication, all staff now have access to M365 and we are progressing ways to use digital systems to support and enhance our communication and engagement with external stakeholders), and improved data reporting systems.

In terms of specific achievements linked to our strategic aims:

Recruitment and Retention

- Positive impact on our profile and reputation (linked to lobbying activities in both NI and IRL to campaign for improved salaries and terms and conditions for social care staff).
- Reductions in vacancies and agency use linked to a range of initiatives to attract, retain and engage staff, plus specific measures to reduce agency usage and costs.
- Increased focus on staff engagement and wellbeing (through a range of associated initiatives).
- Increased salaries and improved terms and conditions for staff
- Increased automation of recruitment processes.
- Development and embedding of specialist HR roles (e.g. specialist IRL support, recruitment, staff engagement) to drive change.
- Enhanced Leader as Coach programme for managers.

Trustees' Report (continued)

Efficiency and Effectiveness

- New systems introduced, such as iplicit (Finance system), iTrent (HR system for IRL), Outcomes Star (for people we support/ long term outcomes) and DecisionTime (risks and goals).
- Increased digitalisation and use of cloud-based systems e.g. see earlier notes regarding Microsoft 365 upgrades and we have fewer physical servers, phones and printers.
- An enhanced Quality Management Framework has been implemented.
- Changes in how we record and report data (e.g. dashboards with trend data using PowerBI re priority data), a new online “What People Think” process to capture stakeholder feedback across the whole group.
- Rolling plan for policy updates.
- An Annual Consultation Exercise (ACE) across the whole group was completed as part of the Corporate Planning exercise.
- In terms of regulation:
 - All regulated services in Positive Futures (NI) were inspected by the Regulation Quality and Improvement Authority (RQIA) during the reporting period. Only one area for improvement was identified in one of the RQIA inspections and this was promptly resolved. Supporting People completed a Validation Audit of one of our services which identified two minor areas for improvement, both of which were resolved immediately.
 - In Positive Futures (IRL) and NAHVI, there were 5 Health Information and Quality Authority (HIQA) inspections during the reporting period. All inspection improvement plans are on track for completion within agreed timeframes. One of the HIQA inspections was a thematic audit of restrictive practices which highlighted excellent practice and resulted in no areas for improvement.

Growth

- Work is in progress with HSCTs to secure additional contract funding for existing and future contracts.
- Work is progressing with NAHVI to ensure it meets its regulatory and statutory obligations as an Approved Housing Body ahead of the statutory deadline for full registration with the Approved Housing Bodies Regulatory Authority in December 2025. NAHVI is progressing an application for funding from the Capital Assistance Scheme to purchase a property for a person currently supported by Positive Futures (IRL).
- Restructure and growth of the Positive Behaviour Support Team has enabled the enhancement of support delivered to services to include more proactive strategies (e.g. resilience workshops, facilitating restrictive practice audits and restrictive practice reviews in services) plus direct work with families.
- The Positive Behaviour Support Team continues to play a vital role in the growth and development of the organisation, for example, supporting successful transitions to our services.
- An internal Restrictive Practice audit was completed (for NI and IRL services) which highlighted areas of good practice and areas for development, including policy development.

Trustees' Report (continued)

Influence and funding

Involvement in key forums including:

NI:

- Strategic Planning and Performance Group
- Social Care Collaborative Forum and associated workstreams (including Commissioning and Contracting workstream, Adult Social Care Workforce workstream, Communications Workstream, Supported Living workstream); Social Care Fair Work Forum
- ARC and associated strategic forums (including Senior Managers Think Tank Meeting, ARC/ RQIA Executive Exchange Meeting, Workforce Development Group, Adult Safeguarding Champion Network);
- Regional Childcare Partnership Meetings and Local Adult Safeguarding Partnership Groups (across all 5 HSC Trusts)
- A range of forums linked to our Shared Lives Service including Shared Lives Plus UK Forum, Strategic Planning and Performance Group/ Shared Lives Forum and the Age NI Approval Panel.

IRL:

- HSE Guiding Principles Working Group
- DFI forums (HSE National HomeShare Working Group, All Employers Social Work Forum, Quality and Standards Advisory Group and HIQA Provider Rep Forum)
- National HomeSharing Network

Marketing / PR

During the reporting period:

- We have appeared in the press 20 times with a reach of 1.3M.
- Our CE has made 13 TV and radio appearances advocating on behalf of people we support, their families and the wider social care sector.
- We have updated our NI website based on WordPress (including Search Engine Optimisation for the first time) and moved our hosting to a much more cost-effective provider.
- We have extended our social media reach across all current platforms (i.e. Facebook, Twitter and Instagram).
- Grant funding and individual giving totalled approximately £69,000.

FINANCIAL REVIEW

Positive Futures (NI) receives contract funding from a range of statutory organisations including all five Health and Social Care Trusts in Northern Ireland. Our supported living, peripatetic housing support and shared lives (adult placement) services also receive funding from the Northern Ireland Housing Executive Supporting People Programme. The Trustees made the decision during 2023/24 to close our Reconnect site (used minimally for 'day opportunity' support). The site was sold on 24 October 2023.

The subsidiary companies in Ireland receive funding from the HSE for the provision of supported living, community support, day opportunities, residential and HomeShare services. In addition, we receive income from grants, foundations, charitable trusts, individuals and community fundraising activities to fund specific projects.

Details of the group and company results for the year including our income and related expenditure, balance sheet and the related notes can be found on pages 18 to 37.

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2024

Trustees' Report (continued)

As a group, income has increased to £20,746,728 (2023: £20,329,578). The growth has come from all 3 organisations in the group.

In Northern Ireland, we continue to operate in a challenging environment with increasing costs and continued pressure from funders to deliver efficiencies in the services we provide. However, during the year we have increased the number of people we support in supported living services and income has also increased by £82,663 to £15,142,777 (2023: £15,060,114).

As is the case for all social care providers in Northern Ireland, we continue to face significant challenges in the recruitment and retention of quality staff required for the delivery of high-quality services. This resulted in continued, significant spending on agency workers of £1,459,487 (2023: £1,329,778).

Following changes in the values of our investments, we recorded a gain of £41,773 (2023: loss of £77,115). Investments are reflected on the Balance Sheet at market value at 31 March 2024. Since the year end the market value of the charity's investments has dropped due to various market factors. The charity holds investments for income and for long term gains.

The Trustees report a deficit across the group of £310,440 (2023: surplus of £2,668,225). We note that the surplus in 2023 was partly due to one off transactions for this financial year.

Group turnover included Covid-19 funding received in respect of expenditure incurred in previous periods of £47,903 (2023: £406,823).

Group Surplus in 2023 included the value of NAHVI assets included upon change of control of £2,098,328.

The total group funds at 31 March 2024 were £8,206,492 (2023: £8,516,692). The total funds held for restricted purposes is £3,244,750 and of the unrestricted funds the Trustees have designated £2,260,496 details of this are shown in note 18.

The Trustees believe that despite the continuing challenging environment in Northern Ireland, the group remains in a good financial position.

The main financial risks the Trustees have identified are outlined in the Key Risks and Uncertainties section of this report.

Internal financial controls

The Board of Trustees has overall responsibility for ensuring that the company has in place an appropriate system of internal controls, financial and otherwise, to provide reasonable assurance that:

- the company is operating efficiently and effectively
- its assets are safeguarded against unauthorised use or disposition
- proper records are maintained, and financial information used within the company or for publication is reliable
- the company complies with relevant laws and regulations

The company's systems of financial control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss.

Statement of disclosure to auditors

The Trustees confirm that:

- So far as the Trustees are aware, there is no relevant audit information of which the company's auditors are unaware.
- They have taken all the steps that they ought to have taken as members in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Trustees' Report (continued)

KEY RISKS AND UNCERTAINTIES

Positive Futures' approach to risk management is guided by the Code of Good Governance (NI), the Governance Code (IRL) and other professional best practice and takes full cognisance of the context and environment in which we operate. Our approach is not designed to eliminate all risk, rather to balance control, cost of control and appropriate risk taking. We have a risk management policy and procedure which clearly defines roles and responsibilities and details procedures for risk identification, monitoring, reporting and escalation of issues.

The Corporate Risk Register is overseen and managed by the Corporate Services Director and owned by all Directors. The Corporate Risk Register is a standing item at each of the meetings of the Board of Trustees (in both Northern Ireland and Ireland).

During the reporting period, the Corporate Risk Register has included the following high risks:

NI:

- Staffing / workforce issues – remains as a high risk at 31 March 2024
- Funding issues – added as a new risk during the reporting period and remains as a high risk at 31 March 2024.

IRL:

- There were no corporate risks during the reporting period.

See earlier notes regarding the roll out of an electronic risk and goals system (DecisionTime, funded by the Supporting People Programme – Provider Innovation Fund).

Employee involvement and equal opportunities

Since its inception, Positive Futures has had an Equal Opportunities Policy in place which is reviewed and updated as necessary. This Policy outlines our commitment to the promotion of equality of opportunity in all aspects of employment and volunteering. Equality is a core value of our organisation and underpins everything we do. We oppose all forms of unlawful and unfair discrimination. All job applicants, staff and others who work for us are treated fairly and are not discriminated against on any grounds (e.g. in relation to gender, marital status, having dependents, religion, political opinion, race, disability, sexual orientation or age).

In 2006, Positive Futures (NI) established a Joint Consultative Committee (JCC), comprising representatives from all our service locations. In broad terms this forum has two main purposes. Firstly, to provide a platform where staff representatives from across the organisation can meet directly with Senior Managers in order to contribute to the organisation's development and decision-making. Secondly, to serve as a health and safety committee. In 2019, a JCC was established in Positive Futures (IRL) and, in April 2023, an Employee Engagement Forum was established in NAHVI. The Employee Engagement Forum covers the same broad areas as the JCC, however, given the size of NAHVI, it includes all staff as opposed to having a named representative from the service. Each of these consultative forums has proven very useful, both for staff and managers, in ensuring that staff voices are heard and that their involvement in the decision making of the organisation is meaningful.

Trustees' Report (continued)

Auditors

In July 2024, our previous external auditors, ASM (B) Ltd, transferred all their external audit contracts to Sumer Auditco NI Limited. The Board has agreed to the novation of the external audit contract to Sumer Auditco NI Limited.

A resolution to re-appoint the auditors, Sumer Auditco NI Ltd, will be submitted at the Annual General Meeting.

The Trustees' Report and the Strategic Report contained therein were approved by the Board of Trustees on 24 September 2024.



John Alexander
Chair

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives.

Opinion

We have audited the financial statements of Positive Futures: Achieving Dreams. Transforming Lives (the 'parent company') and its subsidiaries (the 'Group') for the year ended 31 March 2024 which comprise: the consolidated and company statements of financial activities; the consolidated and company balance sheets; the consolidated statement of cash flows; and the related notes. 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 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 of the parent company's affairs as at 31 March 2024 and of the Group's and the parent company's incoming resources and application of resources, including the Group's and the parent company's 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 and Ireland) (ISAs) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom and Ireland, including the Financial Reporting Council'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

We have nothing to report in respect of the following matters in relation to which the ISAs require us to report to you where:

- the use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Group's or the parent company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Respective responsibilities of Trustees and auditors

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

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives. (continued)

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Group Trustees' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Group Trustees' Report, including the Strategic Report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' 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 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.

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives. (continued)

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 considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: timing of recognition of income; and posting of unusual journals along with complex transactions. We discussed these risks with client management, designed audit procedures to test the timing of income, tested a sample of journals to confirm they were appropriate and reviewed areas of judgement for indicators of management bias to address these risks.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an Auditors' 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 charity and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Christine Hagan (Senior Statutory Auditor)

for and on behalf of

Sumer Auditco NI Limited

Chartered Accountants & Statutory Auditors

Glendinning House

6 Murray Street

Belfast

BT1 6DN

24 September 2024

Sumer Auditco NI Limited are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

Consolidated Statement of financial activities
(incorporating the Consolidated Income and Expenditure Account)

	Notes	Restricted £	Unrestricted £	2024 £	2023 £
Income and endowments from:					
Investments	3	-	48,911	48,911	26,291
Charitable activities	5	8,395,614	12,287,483	20,683,097	20,300,716
Other Income	4	12,091	2,629	14,720	2,571
Total income and endowments		<u>8,407,705</u>	<u>12,339,023</u>	<u>20,746,728</u>	<u>20,329,578</u>
Expenditure on:					
Charitable activities	6	<u>(9,044,722)</u>	<u>(11,949,056)</u>	<u>(20,993,778)</u>	<u>(19,751,127)</u>
Total expenditure		<u>(9,044,722)</u>	<u>(11,949,056)</u>	<u>(20,993,778)</u>	<u>(19,751,127)</u>
Net gains/(losses) on investments	12	-	41,773	41,773	(77,115)
Net income/(expenditure)		<u>(637,017)</u>	<u>431,740</u>	<u>(205,277)</u>	<u>501,336</u>
Other recognised gains / (losses)					
Unrealised foreign exchange gain/(loss)		(91,939)	(13,184)	(105,123)	68,761
Exceptional item	16	-	-	-	2,098,328
Transfers					
Transfers between funds	17	479,057	(479,057)	-	-
Net movement in funds		<u>(249,899)</u>	<u>(60,501)</u>	<u>(310,400)</u>	<u>2,668,425</u>
Reconciliation of funds:					
Total funds brought forward	17	<u>3,494,649</u>	<u>5,022,243</u>	<u>8,516,892</u>	<u>5,848,467</u>
Total funds carried forward	17	<u>3,244,750</u>	<u>4,961,742</u>	<u>8,206,492</u>	<u>8,516,892</u>

All amounts above relate to continuing operations of the group.

The notes on pages 23 to 37 form part of these accounts.

Company Statement of financial activities
(incorporating the Income and Expenditure Account)

	Notes	Restricted	Unrestricted	2024	2023
		£	£	£	£
Income and endowments from:					
Investments	3	-	48,911	48,911	26,291
Charitable activities	5	2,133,860	12,959,968	15,093,828	15,033,823
Other Income	4	-	38	38	-
Total income and endowments		<u>2,133,860</u>	<u>13,008,917</u>	<u>15,142,777</u>	<u>15,060,114</u>
Expenditure on:					
Charitable activities	6	<u>(2,580,737)</u>	<u>(12,652,931)</u>	<u>(15,233,668)</u>	<u>(14,913,106)</u>
Total expenditure		<u>(2,580,737)</u>	<u>(12,652,931)</u>	<u>(15,233,668)</u>	<u>(14,913,106)</u>
Net gains/(losses) on investments	12	-	41,773	41,773	(77,115)
Net income/(expenditure)		(446,877)	397,759	(49,118)	69,893
Other recognised gains		-	-	-	-
Transfers					
Transfers between funds	17	487,557	(487,557)	-	-
Net movement in funds		<u>40,680</u>	<u>(89,798)</u>	<u>(49,118)</u>	<u>69,893</u>
Reconciliation of funds:					
Total funds brought forward		-	4,545,837	4,545,837	4,475,944
Total funds carried forward		<u>40,680</u>	<u>4,456,039</u>	<u>4,496,719</u>	<u>4,545,837</u>

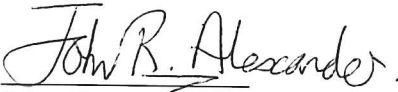
All amounts above relate to continuing operations of the company.


The notes on pages 23 to 37 form part of these accounts.

Consolidated Balance sheet

	Notes	2024 £	2023 £
Fixed assets			
Tangible fixed assets	11	2,701,245	3,075,282
Investments	12	881,604	824,904
		<u>3,582,849</u>	<u>3,900,186</u>
Current assets			
Debtors	13	2,163,444	2,535,198
Cash at bank and in hand		4,945,412	4,386,772
		<u>7,108,856</u>	<u>6,921,970</u>
Liabilities			
Creditors: amounts falling due within one year	14	<u>(2,485,213)</u>	<u>(2,305,264)</u>
Net current assets		<u>4,623,643</u>	<u>4,616,706</u>
Total assets less current liabilities		8,206,492	8,516,892
Net assets		<u>8,206,492</u>	<u>8,516,892</u>
The funds of the charity			
Unrestricted funds	17	4,961,742	5,022,243
Restricted funds	17	3,244,750	3,494,649
Total funds		<u>8,206,492</u>	<u>8,516,692</u>

The accounts on pages 18 to 37 were approved by the Board of Trustees and authorised for issue on 24 September 2024.


John Alexander
 Trustee


Mairead Mitchell
 Trustee

Co. Registration No. NI 029849

The notes on pages 23 to 37 form part of these accounts.


Company Balance sheet

	Notes	2024 £	2023 £
Fixed assets			
Tangible fixed assets	11	1,150,721	1,498,410
Investments	12	881,604	824,904
		<u>2,032,325</u>	<u>2,323,314</u>
Current assets			
Debtors	13	1,609,135	2,029,464
Cash at bank and in hand		2,611,279	1,744,901
		<u>4,220,414</u>	<u>3,774,365</u>
Liabilities			
Creditors: amounts falling due within one year	14	<u>(1,756,020)</u>	<u>(1,551,842)</u>
Net current assets		<u>2,464,394</u>	<u>2,222,524</u>
Total assets less current liabilities		<u>4,496,719</u>	<u>4,545,837</u>
Net assets		<u>4,496,719</u>	<u>4,545,837</u>
The funds of the charity			
Unrestricted funds	17	4,456,039	4,545,837
Restricted funds	17	40,680	-
Total funds		<u>4,496,719</u>	<u>4,545,837</u>

The accounts on pages 18 to 37 were approved by the Board of Trustees and authorised for issue on 24 September 2024.



John Alexander
Trustee



Mairead Mitchell
Trustee

Co. Registration No. NI 029849

The notes on pages 23 to 37 form part of these accounts.

Consolidated Statement of Cash Flows

	2024	2023
	£	£
Cash flows from operating activities:		
Net cash provided by operating activities (see below)	425,130	3,012,812
Cash flows from investing activities		
Dividends, interest and rents from investments	48,911	26,291
Proceeds from the sale of property, plant and equipment	417,098	12,191
Purchase of property, plant and equipment	(317,573)	(160,246)
Assets on Acquisition	-	(1,423,446)
(Purchase) / sale of investments	(14,926)	(34,886)
Net cash (used in) investment activities	<u>133,510</u>	<u>(1,580,096)</u>
Change in cash in the reporting period	<u>558,640</u>	<u>1,432,716</u>
Cash at the beginning of the reporting period	<u>4,386,772</u>	<u>2,954,056</u>
Cash at the end of the reporting period	<u>4,945,412</u>	<u>4,386,772</u>

Reconciliation of net income to net cash inflow from operating activities

	2024	2023
	£	£
Net income for the reporting period (as per the Consolidated Statement of financial activities)	(310,400)	2,668,425
Adjusted for:		
Depreciation charges	246,754	231,262
(Gains)/ losses on investments	(41,773)	77,115
Dividends, interest and rents from investments	(48,911)	(26,291)
(Decrease)/Increase in creditors	179,948	526,435
(Increase)/Decrease in debtors	371,754	(451,571)
(Profit)/Loss on disposal of Fixed Assets	(14,720)	(2,571)
Exchange difference on consolidation	42,478	(9,992)
Net cash provided by operating activities	<u>425,130</u>	<u>3,012,812</u>

Analysis of cash and cash equivalents

	31 March 2023	Cash Flow	31 March 2024
	£	£	£
Cash at bank and in hand	4,386,772	558,640	4,945,412
Total cash and cash equivalents	<u>4,386,772</u>	<u>558,640</u>	<u>4,945,412</u>

The notes on pages 23 to 37 form part of these accounts.

Notes to the accounts

1. Accounting policies

Basis of accounting

The accounts have been prepared under the historical cost convention and modified to include the revaluation of investments and in accordance with applicable accounting standards, the Companies Act 2006 and the Statement of Recommended Practice (“SORP”) 'Accounting and Reporting by Charities' (FRS 102) and in accordance with Financial Reporting Standard 102. A summary of the more important accounting policies, which have been applied consistently, is set out below.

Consolidation

The consolidated financial statements incorporate the financial statements of the company and its subsidiary undertakings as listed in note 12.

Public Benefit

Positive Futures: Achieving Dreams. Transforming Lives is a public benefit entity which is a company limited by guarantee, registered number NI29849. The company details are listed on page 2

Funds

The charity receives various types of funding which require separate treatment. These are as follows:

- a) unrestricted funds: funds which may be expended at the discretion of the Trustees in furtherance of the objectives of the charity; and
- b) restricted funds: funds which are earmarked by the donor for specific purposes

Designated funds

Designated funds relate to unrestricted incoming resources in the current and previous years, which are allocated to fund specific activities in future accounting periods.

Incoming resources

All income and grants of a revenue nature are credited to income in the period to which they relate. Income is only deferred when grants or income is received in advance of the year to which they relate.

Grants specifically for capital expenditure are credited to incoming resources in the period the capital expenditure is incurred. A designated fund is created in reserves, which is reduced over the expected useful lives of the related assets by equal annual instalments.

Other incoming resources are credited to income in the period to which they relate.

Funds received which have been earmarked by the donor for specific purposes are treated as restricted incoming resources.

Resources expended

Resources expended are analysed between restricted and unrestricted resources expended. The charity allocates resources expended into restricted and unrestricted elements on the basis of the direct and indirect costs associated with providing the service over the longer term. To ensure consistency, indirect costs are apportioned between funding sources on the basis of the cost allocation formulae determined at the establishment of the particular service.

Notes to the accounts (continued)

Going Concern

No material uncertainties related to events or conditions that may cast significant doubt about the ability of the company to continue as a going concern have been identified by the Trustees.

Pension scheme

The company operates a group personal pension plan. This defined contribution pension scheme is open to all staff. Employer's contributions vary as a % of pensionable earnings depending on the staff member's agreed terms and conditions. The assets of the scheme are held separately from those of the company in independently administered funds, and contributions are charged to the Statement of Financial Activities in the period to which they relate.

Operating leases

Costs in respect of operating leases are charged on a straight-line basis over the lease term.

Tangible fixed assets

Fixed assets are stated at their purchase cost, together with any incidental costs of acquisition. The company's policy is to capitalise individual fixed assets costing £300 or more.

Depreciation is calculated so as to write off the cost of tangible fixed assets (excluding land), less their estimated residual values, on a straight-line basis over the expected useful lives of the assets concerned. The principal annual rates used for this purpose are as follows:

	%
Buildings	4 - 25
Motor vehicles	25
Fixtures and fittings	25
Computer equipment	25
Plant and machinery	25-33

Debtors

Debtors are measured at their recoverable amounts.

Creditors and provisions for liabilities and charges

Creditors and provisions for liabilities and charges are measured at their settlement amount.

Judgements and estimates

In the process of applying the company's accounting policies, management has not made any significant judgements. There are no key assumptions concerning the future or other key sources of estimation, that have a significant risk of raising a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Investments

In accordance with the Statement of Recommended Practice, investments other than those in subsidiary companies, are shown in the balance sheet at market value. Subsidiary companies are stated at cost.

Notes to the accounts (continued)

Foreign Currency

Transactions in a foreign currency are recorded at the rate ruling at the date of the transaction. Assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

2. Volunteers

Our volunteers are involved in a range of activities from administrative tasks through to supporting the people we support to have the life they want. The contribution made by our volunteers in Family Support and Shared Lives Services is critical to the successful delivery of these Services.

3. Investment income

	2024	2023
	£	£
Bank interest	18,666	3,860
Income from investments	30,245	22,431
	<u>48,911</u>	<u>26,291</u>

4. Other Income

	Group		Company	
	2024	2023	2024	2023
	£	£	£	£
Profit from disposal of fixed assets	14,720	2,571	38	-
	<u>14,720</u>	<u>2,571</u>	<u>38</u>	<u>-</u>

5. Incoming resources from charitable activities

Group	Restricted	Unrestricted	2024	Restricted	Unrestricted	2023
	£	£		£	£	
Health Board and Trust income	-	11,661,991	11,661,991	-	11,290,315	11,290,315
Supporting People income	2,020,916	-	2,020,916	2,485,901	-	2,485,901
Health Service Executive Grant	6,245,183	-	6,245,183	5,785,422	-	5,785,442
Income from service users	15,276	586,345	601,621	13,342	519,124	532,466
Other fees and grants	112,944	-	112,944	81,830	89,381	171,211
Consultancy income	-	-	-	-	-	-
Gifts and other income	1,295	39,147	40,442	-	35,381	35,381
	<u>8,395,614</u>	<u>12,287,483</u>	<u>20,683,097</u>	<u>8,366,515</u>	<u>11,934,201</u>	<u>20,300,716</u>

Notes to the accounts (continued)

5. Incoming resources from charitable activities (continued)

Company	Restricted	Unrestricted	2024	Restricted	Unrestricted	2023
	£	£	£	£	£	£
Health Board and Trust income	-	11,661,991	11,661,991	-	11,290,315	11,290,315
Supporting People income	2,020,916	-	2,020,916	2,485,901	-	2,485,901
Income from service users	-	549,075	549,075	-	488,328	488,328
Other fees and grants	112,944	-	112,944	81,831	89,109	170,940
Gifts and other income	-	748,902	748,902	-	598,339	598,339
	<u>2,133,860</u>	<u>12,959,968</u>	<u>15,093,828</u>	<u>2,567,732</u>	<u>12,466,091</u>	<u>15,033,823</u>

6. Expenditure on charitable activities

The company allocates its costs between Restricted and Unrestricted expenditure as follows:

Group	Restricted	Unrestricted	2024	Restricted	Unrestricted	2023
	£	£	£	£	£	£
Direct care staff costs	6,431,147	9,027,453	15,458,560	5,988,065	9,225,488	15,213,553
Head Office staff costs	255,020	1,866,486	2,121,506	405,538	1,287,979	1,693,517
Other staff costs	419,327	100,485	519,812	395,397	91,692	487,088
ICT costs	62,480	118,364	180,844	39,769	117,292	157,061
Travel, subsistence and volunteers' expenses	268,184	148,538	416,720	242,350	181,578	423,928
Training costs	151,055	15,573	166,628	110,162	8,153	118,315
Premises and insurance costs	360,817	374,758	735,575	290,606	309,836	600,442
Depreciation	116,566	130,189	246,755	70,393	153,771	224,164
Other support costs	980,126	167,212	1,147,338	809,174	23,884	833,058
	<u>9,044,722</u>	<u>11,949,056</u>	<u>20,993,778</u>	<u>8,351,454</u>	<u>11,399,673</u>	<u>19,751,127</u>

Company	Restricted	Unrestricted	2024	Restricted	Unrestricted	2023
	£	£	£	£	£	£
Direct care staff costs	2,301,074	9,593,134	11,894,208	2,597,790	9,682,704	12,280,494
Head Office staff costs	31,677	1,868,471	1,900,148	33,583	1,348,609	1,382,192
Other staff costs	27,973	123,270	151,243	30,585	94,621	125,206
ICT costs	18,631	126,291	144,922	5,293	122,916	128,209
Travel, subsistence and volunteers' expenses	37,883	145,401	203,117	26,347	189,636	215,983
Training costs	68,666	22,877	91,543	80,607	7,022	87,629
Premises and insurance costs	62,803	406,320	469,123	80,693	327,204	407,897
Depreciation	2,207	130,189	132,396	2,582	160,942	163,524
Other support costs	29,823	236,978	246,967	92,772	29,200	121,972
	<u>2,580,737</u>	<u>12,652,931</u>	<u>15,233,668</u>	<u>2,950,252</u>	<u>11,962,854</u>	<u>14,913,106</u>

Direct care staff costs include the provision of personal care and housing support to the people we support.

Notes to the accounts (continued)

7. Employee information

The average weekly number of persons, including part time and relief staff employed by the group during the year was:

	Group		Company	
	2024 Number	2023 Number	2024 Number	2023 Number
By activity:				
Direct care activities	619	608	515	512
Administration and training	94	92	81	75
	<u>713</u>	<u>700</u>	<u>596</u>	<u>587</u>

	Group		Company	
	2024 £	2023 £	2024 £	2023 £
Staff costs (for the above persons)				
Wages and salaries	15,552,254	14,342,931	11,049,286	10,908,105
Social security costs	1,404,872	1,286,390	920,612	984,761
Pension costs	387,379	345,237	323,575	298,858
	<u>17,344,505</u>	<u>15,974,558</u>	<u>12,293,473</u>	<u>12,191,724</u>

Group spend on agency workers amounted to £1,459,487 (2023: £1,329,778).

Pension contributions in the year for the provision of a defined contribution scheme amounted to £387,379 (2023: £345,237) and contributions due at the year-end amounted to £nil (2023: £38).

Additional 30 employees are employed by NAHVI which became part of the group on 1 September 2022.

During the year one employee, the Chief Executive of the group, received remuneration (excluding employer's pension contributions) between £105,000 and £115,000. (2023: One)

Four employees, excluding the Chief Executive, (2023: four) received emoluments (excluding employer's pension contributions) over £60,000 during the year.

None of the Trustees received any remuneration during the year.

During the year the Director Team received remuneration (excluding employer's pension contributions) totalling £554,627 (2023: £485,223).

During the year redundancy costs of £6,135 were incurred (2023: £nil).

During the year, the costs for six employees (2023: Six) were recharged to another Group Company, 2 of which relate to the new group entity NAHVI.

Notes to the accounts (continued)

8. Net incoming resources

	2024	2023
	£	£
Net income/(expenditure) is stated after charging/(crediting):		
Depreciation on tangible owned fixed assets	246,755	231,262
(Profit)/Loss on revaluation of investments	41,773	77,115
Interest (receivable)/payable	18,666	3,860
Auditors' remuneration - audit	29,622	33,543
Auditors' remuneration - other	5,410	7,872
(Profit)/Loss on disposal of tangible assets	14,720	2,571

9. Taxation

The group is exempt from taxation due to its charitable status as approved by the Inland Revenue and Revenue Commissioners. No tax is therefore payable on the deficit for the year £310,400 (2023: surplus of £2,668,425)

10. Auditors' remuneration

The auditors' remuneration of £23,790 (2023: £41,415) is split as follows:

	2024	2023
	£	£
Audit services - group	23,790	33,543
Payroll, Tax and other services	5,410	7,872
	<u>29,200</u>	<u>41,415</u>

Positive Futures: Achieving Dreams. Transforming Lives.

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Notes to the accounts (continued)

11. Tangible fixed assets

Group tangible fixed assets	Land & buildings £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Plant and Machinery £	Total £
Cost						
At 31 March 2023	3,801,947	314,591	320,384	293,276	6,017	4,736,215
Additions	160,881	84,569	47,223	24,899	-	317,572
Disposals	(441,072)	(21,533)	(2,245)	(38,963)	(1,412)	(505,225)
Exchange adjustments	(39,348)	(4,663)	(3,216)	(1,170)	(124)	(48,521)
At 31 March 2024	<u>3,482,408</u>	<u>372,964</u>	<u>362,146</u>	<u>278,042</u>	<u>4,481</u>	<u>4,500,041</u>
Depreciation						
At 31 March 2023	992,814	177,551	230,516	254,628	5,424	1,660,993
Charge for the year	116,599	68,888	34,489	26,572	206	246,754
Disposals	(41,441)	(19,942)	(1,473)	(38,965)	(1,025)	(102,846)
Exchange adjustments	(1,950)	(2,072)	(872)	(1,027)	(124)	(6,045)
At 31 March 2024	<u>1,066,022</u>	<u>224,425</u>	<u>262,660</u>	<u>241,208</u>	<u>4,481</u>	<u>1,798,796</u>
Net book values						
At 31 March 2024	<u>2,416,386</u>	<u>148,539</u>	<u>99,486</u>	<u>36,834</u>	<u>-</u>	<u>2,701,245</u>
At 31 March 2023	<u>2,809,133</u>	<u>137,040</u>	<u>89,868</u>	<u>38,648</u>	<u>593</u>	<u>3,075,282</u>
Company tangible fixed assets						
Company tangible fixed assets	Land & buildings £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Plant and Machinery £	Total £
Cost						
At 31 March 2023	2,335,964	168,021	214,414	251,834	1,412	2,971,645
Additions	160,881	-	7,473	18,734	-	187,088
Disposals	(441,072)	(14,840)	(2,245)	(38,963)	(1,412)	(498,532)
At 31 March 2024	<u>2,055,773</u>	<u>153,181</u>	<u>219,642</u>	<u>231,605</u>	<u>-</u>	<u>2,660,201</u>
Depreciation						
At 31 March 2023	933,112	113,712	208,245	217,348	819	1,473,236
Charge for the year	79,475	23,895	5,186	23,635	206	132,397
Disposals	(41,441)	(13,249)	(1,473)	(38,965)	(1,025)	(96,153)
At 31 March 2024	<u>971,146</u>	<u>124,358</u>	<u>211,958</u>	<u>202,018</u>	<u>-</u>	<u>1,509,480</u>
Net book values						
At 31 March 2024	<u>1,084,628</u>	<u>28,823</u>	<u>7,684</u>	<u>29,587</u>	<u>-</u>	<u>1,150,721</u>
At 31 March 2023	<u>1,402,852</u>	<u>54,309</u>	<u>6,169</u>	<u>34,486</u>	<u>593</u>	<u>1,498,410</u>

Notes to the accounts (continued)

12. Investments

	2024 £
Investments at market value at 31 March 2023	824,904
Investment income reinvested	0
Purchase of investments	121,089
Disposal of Investments	(106,162)
Net gain on revaluation and realisation	41,773
Investments at market value at 31 March 2024	<u>881,604</u>

The historical cost of the investments is £905,692 (2023: £889,483).

Positive Futures has an investment policy which provides a framework for making investment decisions. These investments aim to provide a balance between capital growth and income generation over the medium to long term with a medium level of risk. Except as noted below the investments are in a mixture of liquid assets such as equities, fixed interest securities, alternative assets and cash within allocation ranges as set out in the investment policy. For ethical reasons no direct equity investment is made in Tobacco, Alcohol, Gambling, Armaments and industries involved in exploitation of Human Rights. The management of investments is done by an external discretionary Investment Manager appointed by the Trustees.

Investments are reflected on the Balance Sheet at market value at 31 March 2024.

Positive Futures: Achieving Dreams. Transforming Lives.

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Notes to the accounts (continued)

12. Investments (continued)

Positive Futures also exercises control over two subsidiary companies whose results are detailed below:

Name	Business	Registered Office	Shares held	Period end	Turnover in year	Profit/(loss) after tax	Net assets/(liabilities)
Positive People (NI) C.I.C Registered Number NI623255	Employment Agency	2b Park Drive Bangor County Down	None – limited by guarantee	n/a	-	-	-
Positive Futures: Achieving Dreams. Transforming Lives. CLG Registered Number 566738	Provision of Social Care Services Charity Registration number 20106348	Nesta Business Centre Unit 4-5 Burton Hall Park Burton Hall Road Sandyford Business Park Dublin 18 D18 A094	None – limited by guarantee	31 March 2024	€6,427,817	€162,869	2,166,265
National Association of Housing for Visually Impaired (NAHVI) CLG Registered Number 317329	Provision of Social Care Services Charity Registration number CHY13759	56 Hazelwood Beaverstown Road, Donabate Co. Dublin K36 XR28	None – limited by guarantee	31 March 2024	€1,113,614	(€343,771)	€2,169,989

On 16 February 2024 an application was made to voluntarily strike off Positive People CIC NI623255. The company was dissolved on 14 May 2024 and is no longer part of the group.

NAHVI filed accounts for 15 months to 31 March 2024 to bring year end in line with the rest of the Group. 12 months results are consolidated in the Group Financial statements.

Notes to the accounts (continued)

13. Debtors

	Group 2024	Group 2023	Company 2024	Company 2023
	£	£	£	£
Amounts falling due within one year:				
Trade debtors	1,747,492	2,107,920	1,290,826	1,565,913
Other debtors	14,874	27,068	14,875	27,068
Prepayments and accrued income	401,078	400,210	299,567	344,544
Amounts owed by subsidiary undertakings	-	-	3,867	123,981
Provision for amounts owed by subsidiary undertakings	-	-	-	(32,042)
	<u>2,163,444</u>	<u>2,535,198</u>	<u>1,609,135</u>	<u>2,029,464</u>

14. Creditors: amounts falling due within one year

	Group 2024	Group 2023	Company 2024	Company 2023
	£	£	£	£
Trade creditors	337,624	602,974	267,102	514,748
Other creditors	958,815	335,830	860,745	279,639
Accruals and deferred income	843,675	1,065,050	412,959	540,230
Other taxes and social security	345,099	301,410	215,214	217,225
	<u>2,485,213</u>	<u>2,305,264</u>	<u>1,756,020</u>	<u>1,551,842</u>

Included in other creditors are unallocated credit transactions on debtor accounts that were reclassified to a separate credit balances account in the current year. The prior year reclassification would have been £276,441.

15. Deferred Income

Included in accruals and deferred income is deferred income of £254,392 (2023: £531,131) for the Group, and £60,495 (2023: £273,764) for the Company. Deferred income comprises deferred grants and income for services to be provided after the year end.

	Group £	Company £
Balance as at 31 March 2023	<u>531,131</u>	<u>273,764</u>
Amount moved to other creditors	(61,978)	(153,097)
Amount released to incoming resources	(351,379)	(70,172)
Amount deferred in year	150,092	10,000
Exchange differences	(13,474)	-
Balance as at 31 March 2024	<u>254,392</u>	<u>60,495</u>

Notes to the accounts (continued)

16. Exceptional item

Included in the prior year's figures are the exceptional item in relation to NAHVI which was brought into the Group on 1 September 2022. The breakdown of the exceptional item is as follows:

	NAHVI
	£
Fixed Assets	1,423,446
Current Assets	795,171
Current Liabilities	(120,289)
Net Assets	<u>2,098,328</u>
Unrestricted Funds	391,732
Restricted Funds	1,706,596
Total Funds	<u>2,098,328</u>

There are no exceptional items in this financial year.

Notes to the accounts (continued)

17. Analysis of net assets between funds

	At 31 March 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£	£	£
Unrestricted funds					
Designated funds	2,272,235	-	-	(11,739)	2,260,496
Unrestricted funds NAHVI	426,614	37,270	(11,735)	3,144	455,293
General funds	2,323,394	12,301,753	(11,908,732)	(470,462)	2,245,953
Total unrestricted funds	5,022,243	12,339,023	(11,920,467)	(479,057)	4,961,742
Restricted funds					
Supporting People	-	1,973,013	(2,508,473)	535,460	-
Supporting People Covid 19 Emergency Funding	-	47,903		(47,903)	-
Bailey Thomas	-	10,000	-	-	10,000
National Lottery Community Fund	-	10,000	(10,000)	-	-
National Lottery Digital Transformation	-	50,000	(24,111)	-	25,889
SEED Grant	-	2,100	(105)	-	1,995
Hospital Saturday Fund	-	2,000	-	-	2,000
Wolfson Foundation	-	16,119	(16,119)	-	-
Ulster Garden Village	-	19,475	(19,475)	-	-
British Science Week	-	1,000	(1,000)	-	-
BUPA	-	2,250	(1,454)	-	796
HSE Grants	1,645,781	5,332,813	(5,231,074)	-	1,747,520
Other restricted funds	60,227	16,571	(21,435)	-	55,363
NAHVI	1,788,641	924,461	(1,303,415)	(8,500)	1,401,187
Total restricted funds	3,494,649	8,407,705	(9,136,661)	479,057	3,244,750
Total funds	8,516,892	20,746,728	(21,057,128)	-	8,206,492

The charity's policy in respect of transfers between designated funds is set out in the Trustees' Report. The transfers affected in respect of the year ended 31 March 2024 are set out in detail in note 18.

The Supporting People restricted funds have arisen from funding received from the Supporting People programme. The programme funds a range of services which provide housing related support to vulnerable people to improve their quality of life and gain independence. The funds are restricted to be used on the agreed services and support tasks contained in the funding agreements. The Trustees have previously agreed to eliminate annually any deficit that arises in respect of that fund.

The Supporting People – Covid-19 Emergency Funding restricted fund arose from funding to cover exceptional costs associated with the Covid-19 pandemic. The final payment in relation to this was received during this financial year. This was transferred to unrestricted funds as costs had been incurred in previous financial years.

HSE grants are for the provision of care and support services in Ireland. Other restricted funds arise from grant funding received that is restricted for use in specific projects. The Trustees have agreed to make available reserves to eliminate any deficits that arise.

Notes to the accounts (continued)

18. Analysis of designated fund movement

The funds designated by the Board of Trustees in line with their policies as set out in the Trustees' Report:

	Balance at 31 March 2023	Retained surplus / (deficit) for the year	Transfers (from)/to funds	Balance at 31 March 2024
	£	£	£	£
Designated funds				
Under occupancy fund	65,000	-	-	65,000
Redundancy fund	65,000	-	-	65,000
Service development fund	50,000	-	-	50,000
Building repairs and maintenance fund	333,107	-	-	333,107
Organisational development Fund	40,000	-	-	40,000
Management development and training fund	45,000	-	19,464	64,464
Volunteer coordination fund	-	-	-	-
Replacement MV fund	50,000	-	-	50,000
User involvement / PCP	8,000	-	-	8,000
PR and fundraising	44,000	-	20,000	64,000
Replacement IT and F&F	40,000	-	10,000	50,000
Digital transformation	333,000	-	25,000	358,000
Behaviour support fund	52,000	-	-	52,000
Legal costs fund	50,000	-	-	50,000
Health and wellbeing Strategy	27,500	-	-	27,500
Corporate planning	7,500	-	7,500	15,000
Recruitment and retention Strategy	256,000	-	100,000	356,000
Capital grants fund	150,416	-	(9,401)	141,015
Covid-19 pandemic fund	-	-	-	-
Climate change fund	40,000	-	35,000	75,000
Covid-19 emergency funding	-	-	-	-
Family services fund	28,000	-	-	28,000
Agency staff usage fund	538,000	-	(220,000)	318,000
PF Ireland fund	49,712	-	698	50,410
Designated funds	2,272,235	-	(11,739)	2,260,496
Unrestricted funds NAHVI	426,614	25,535	3,144	455,293
General fund	2,323,394	393,021	(470,462)	2,245,953
Total unrestricted funds	5,022,243	418,556	(479,057)	4,961,742

In the year ended 31 March 2024 a transfer was made of £479,057 (2023: £617,126) from unrestricted funds. This was to eliminate a deficit in restricted funds, note 17.

Notes to the accounts (continued)

19. Operating leases

At 31 March 2024, the group had future minimum lease payment commitments under non-cancellable operating leases as follows:

Group	2024	2023
	£	£
Land and buildings expiring:		
In less than one year	82,712	106,965
Between two and five years	66,826	120,333
More than five years	6	-
	<u>149,544</u>	<u>227,298</u>

	2024	2023
	£	£
Motor vehicles expiring:		
In less than one year	-	5,559
Between two and five years	-	-
More than five years	-	-
	<u>-</u>	<u>5,559</u>

Lease payments recognised as expenses in the period were £109,057.

At 31 March 2024, the Company had future minimum lease payment commitments under non-cancellable operating leases as follows:

Company	2024	2023
	£	£
Land and buildings expiring:		
In less than one year	47,916	72,416
Between two and five years	64,300	107,356
More than five years	-	-
	<u>112,216</u>	<u>179,772</u>

Lease payments recognised as expenses in the period were £72,930

Notes to the accounts (continued)

20. Contingent liabilities

A contingent liability exists to repay grants received, where certain conditions have not been fulfilled by the company. In the opinion of the Trustees, the terms of the letters of offer have been complied with and no liability is expected.

With the NAHVI company there is contingent liabilities in relation to Property Charges: In the event that the company should cease to use certain properties for the purpose which the grants were received, these grants could become repayable, in part or in whole. Also, there is a number of legal charges in place over the related properties as a result of the grants received.

21. Guarantors

The company is a company limited by guarantee and does not have share capital. The liability of guarantors is limited to £1 in the event of the company being wound up.

22. Control

The company is controlled by a Board of Trustees.

23. Analysis of payments to Trustees and Related Parties by the group

	2024	2023
	£	£
Payments to ARC Limited	3,517	2,255
Reimbursement of expenses to Trustees	922	360
Services received from NAHVI	-	951
Services provided to NAHVI	-	(153,971)

Expenses reimbursed to Trustees are for travel and subsistence. Trustees were reimbursed for £922 expenses during the year. (2023: £360)

Agnes Lunny, Chief Executive of Positive Futures: Achieving Dreams. Transforming Lives. was also a Trustee of ARC Limited during the year and Fiona McCabe, Group Director of Positive Futures: Achieving Dreams. Transforming Lives. to 23 February 2024, was Chairperson of ARC Limited during the year.

ARC Limited a charitable company which provided services to Positive Futures.

In prior year Fiona Keogh and John Alexander, Directors of Positive Futures, were also Directors of the National Association of Housing for Visually Impaired (NAHVI). Services provided to NAHVI and received from were done on an arm's length basis until 31 August 2023, after this date NAHVI formed part of the group and no longer is a related party.

Except as disclosed above there were no other related party transactions during the year.

Positive Futures: Achieving Dreams. Transforming Lives

Northern Ireland - Charity number 101385

Annual return

**Positive Futures: Achieving Dreams.
Transforming Lives.**

**Annual report and consolidated financial statements for
the year ended 31 March 2024**

Registered No: NI 029849

Annual Report

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Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2024

Trustees and advisers

Trustees

Carol Workman
Laurence Taggart
John Alexander
Gerardine Cunningham (resigned 26 September 2023)
Mary Bryce
Austin Treacy
Mairead Mitchell
David Scoffield (resigned 26 September 2023)
Jim Gamble (resigned 22 January 2024)
Stephen Cross
Ian Edwards (resigned 27 June 2023)
Peter Woodhead
Amanda Slevin (from 9 April 2024)
Gareth Hetherington (from 9 April 2024)

Directors Team

Chief Executive	Agnes Lunny
Executive Director	Paul Roberts
Group Director	Fiona McCabe (left 23 February 2024)
Finance Director	John Carew (from 12 February 2024), Liam Dorrian (previous Finance Director) took up post of Senior Project Manager 01 April 2024
HR Director	Christopher Perry
Operations Director NI	Siobhan O'Donnell (from 19 March 2024 - 26 July 2024), Frances Murphy (left 31 October 2023)
Operations Director IRL	Kerry Mallon (from 9 October 2023)
Corporate Services Director	Joanne Corcoran

Secretary

Dawn Morrow

Auditors

Sumer Auditco NI Limited
Chartered Accountants and Statutory Auditors
Glendinning House
6 Murray Street
Belfast
BT1 6DN

Solicitors

Worthington Solicitors
2 Court Street
Newtownards
BT23 7NX

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2024

Trustees and advisers (continued)

Bankers

Danske Bank
Bloomfield Shopping Centre
South Circular Road
Bangor
BT19 7HB

Investment Advisors

Quilter Cheviot
Montgomery House
29-33 Montgomery Street
Belfast BT1 4NX

Registered Office and Head Office

2b Park Drive
Bangor
BT20 4JZ

Registered name of Charity

Positive Futures: Achieving Dreams. Transforming Lives.
Registered with the Charity Commission for Northern Ireland: Charity Number: 101385
Company Number: NI 029849

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2024

Trustees' Report

The Trustees present their report and the audited accounts for the year ended 31 March 2024. The Trustees' Report also incorporates the requirements of a Strategic Report as required by legislation.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Positive Futures (NI) was first established on 02 October 1995 and was initially called United Response NI. We changed our name to Positive Futures in 2002 and have a Memorandum and Articles of Association which established our objects and powers, and we are governed under its Articles of Association. We are a company limited by guarantee (CRN NI 29849) and are a registered charity with the Inland Revenue (charity number XR28291) and the Charity Commission NI (CCNI 101385). The address of the company's registered office, which is also its principal address, is given on page 4.

The charity is managed by a Directors' Team, headed by the Chief Executive, which operates within the authorities as delegated by the Trustees and detailed in the Delegated Authorities Policy. The governing body is the Board of Trustees whose members are also directors for the purposes of company law. Members of the Board of Trustees are elected by other Trustees and have responsibility for ensuring that the charity is performing well, is solvent and complies with all its obligations. The Directors' Team reports to and attends Board and Committee Meetings.

The Board is comprised of a Chair, Vice-Chair and Trustees with skills in HR, Education, Learning Disability Services, Building Surveying, Law, Finance, the Environment, Economic Development and lived experience. At the time of writing there are 10 Board members. Members of the Directors' Team and the Board of Trustees are listed on page 3.

The Trustees have put in place a formal risk management framework for the charity to identify the major risks that the charity faces and establish systems to manage and mitigate those risks.

Members of the Board of Trustees receive no remuneration. Where claimed, expenses are reimbursed.

New Trustees are invited to meet with the Chair and the Chief Executive and are provided with an induction which includes clarification of roles, responsibilities and expectations of Trustees. The charity has a "Trustees Contact with Services Policy" which details the relationship between Trustees and the wider organisation and the expectation that Trustees will meet and spend time with staff and the people we support.

The arrangements for setting the pay and remuneration for the charity's Chief Executive and Executive Director lie with the Remuneration Committee of the Board of Trustees; this comprises three Trustees, one of whom is the Chair. In determining pay levels, the Committee benchmarks with equivalent market rates of pay, terms and conditions.

The Code of Good Governance (NI) and Charities Governance Code (IRL) set out the principles and key elements of good governance for the Boards to follow.

Positive Futures completed a Governance Day in November 2023 with all Trustees and Directors, which was facilitated by an external consultant. This review work will inform our next Corporate Plan i.e. our Positive Plan for 2024-28.

Subsidiaries

Positive Futures (NI) is the parent company of three subsidiary companies: Positive People (NI) C.I.C., Positive Futures: Achieving Dreams. Transforming Lives. CLG (Positive Futures (IRL)), and National Association of Housing for Visually Impaired Company CLG. An application to strike off and dissolve Positive People (NI) C.I.C. was submitted to Companies House in February 2024 and we received confirmation that Positive People was dissolved on 14 May 2024. The details of these subsidiaries are provided in note 12 in the accounts.

The Trustees of Positive Futures (NI) are responsible for the Group's overall strategic direction.

Trustees' Report (continued)

REFERENCE AND ADMINISTRATIVE DETAILS

The details of the charity, Trustees, Chief Executive and Directors Team to whom the Trustees delegate day to day management of the charity, together with other relevant professional organisations who provide services and advice to the charity, are listed on pages 3 to 4.

Statement of recommended practice

The accounts have been prepared in accordance with applicable accounting standards, the Companies Act 2006 and the Statement of Recommended Practice ("SORP") 'Accounting and Reporting by Charities (FRS 102)' and in accordance with Financial Reporting Standard 102.

Trustees' responsibilities

The Trustees are required by company law to prepare accounts for each financial year that give a true and fair view of the state of affairs of the company at the end of the financial year and of the surplus or deficit of the company for that year.

The Trustees confirm that suitable accounting policies have been used, and these have been applied consistently, and reasonable and prudent judgements and estimates have been made in the preparation of the accounts for the year ended 31 March 2024. The Trustees also confirm that applicable accounting standards have been followed and that the accounts have been prepared on the going concern basis.

The Trustees are responsible for keeping proper accounting records, for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

OBJECTIVES AND ACTIVITIES

Our charity's purposes, as set out in the objects contained in the Company's Memorandum and Articles of Association, are to:

- enable children and adults with a learning disability, acquired brain injury or autism and their families and carers to take control of their lives;
- provide support to individuals enabling them to live full and valued lives within their local communities;
- promote the rights and equality of beneficiaries and in so doing advocate for changes that people need and want;
- pilot and provide a range of innovative care and support services which meet the identified needs of beneficiaries;
- educate and raise awareness among the public of issues pertaining to people with a learning disability, acquired brain injury or autism; and
- such other exclusively charitable purposes according to the law of Northern Ireland, for the beneficiaries as the Trustees may from time to time decide.

The aims of our charity are to support children and adults with a learning disability, acquired brain injury or autism to lead full and valued lives in their own communities.

Trustees' Report (continued)

Public benefit statement

The Trustees have had regard to the Charity Commission's statutory guidance on public benefit.

The direct benefits which flow from our purposes include:

- The promotion and improvement of individual health and well-being and family-life by providing person-centred support services to reduce stress and negative impacts for families and individuals.
- The promotion and improvement of individual well-being and an independent active lifestyle within the community, improving feelings of individuality and self-worth.
- Raising awareness of the issues affecting our beneficiaries to promote knowledge, understanding and to challenge disadvantage and discrimination thereby creating a more welcoming inclusive society.
- The provision of more person-centred support services which will improve individual well-being, family life and feelings of community inclusion.
- Raising awareness of the issues affecting our beneficiaries to promote knowledge, understanding and to challenge disadvantage and discrimination thereby creating a more welcoming inclusive society.

Who used and benefitted from our services?

Positive Futures, Northern Ireland (NI)

In 2023-24, Positive Futures: Achieving Dreams. Transforming Lives. ("Positive Futures (NI)") provided the following services:

- Adult services – supported living and peripatetic housing support, residential short breaks, shared lives (adult placement) services, day opportunities and services for people with a learning disability and hearing loss.
- Children and young people's services – children's residential service (to note, this service transferred to NHSCT on 31 January 2024), children and family support services, including the Autism Outreach Service and the Brighter Futures Project (due to lack of long-term funding, Brighter Futures ceased on 31 March 2024).

During 2023-24, Positive Futures (NI) provided direct support to N=481 people (this figure includes time-bound packages of support delivered by our Autism Outreach Service, Lakeland Family Support Service and Arches Family Support Service). During the year, the number of people supported through our supported living services and peripatetic services decreased from 142 in 2023 to 137 in 2024 (to note, 1 person moved to be supported by a mental health facility and sadly a number of people we support died). These are long term support arrangements which, in the main, support people with complex needs and require significant funding and staffing levels.

In addition to the 481 people directly supported throughout 2023-24, the families and carers of these individuals also benefitted indirectly from the support provided.

Positive Futures, Ireland (IRL) and National Association of Housing for Visually Impaired (NAHVI)

In 2023-24, Positive Futures: Achieving Dreams. Transforming Lives CLG ("Positive Futures (IRL)") and the National Association of Housing for Visually Impaired ("NAHVI") provided the following services:

- **Adult services** – supported living, community support, day opportunities, residential and HomeShare / short break services.
- **Children and young people's services** – community support services and HomeShare / short break services.

Trustees' Report (continued)

During 2023-24, Positive Futures (IRL) and NAHVI provided direct support to N=115 people. During the year, there was some fluctuation in the number of people supported linked to the changes in the number of people supported by our Mo Shaol service. The number of people supported through our supported living services is the same in 2024 as in 2023 (N=30). As noted above, these are long term support arrangements which, in the main, support people with complex needs and require significant funding and staffing levels.

In addition to the 115 people directly supported, the families and carers of these individuals also significantly benefitted from the support provided.

Ensuring our work delivers our aims

Our governance framework comprises the values, culture, systems and processes by which Positive Futures (NI) and its subsidiaries are directed and controlled and the activities through which we are answerable to, and engage with, the people we support, funders, the public and other stakeholders.

To direct and guide the organisation's objectives and activities, Positive Futures (NI) and its subsidiaries have an over-arching Corporate Plan, from which annual business plans are developed. The Corporate Plan outlines the long-term strategic aims for the organisation and the annual business plan links our operational activities to our Corporate Plan. Our current Plan runs from 2020 to March 2024.

We review our aims, objectives and activities each year to see what we have achieved and the outcomes of our work. We check the success of each key activity and the outcomes for the people we support, their families and carers. This helps us to ensure that what we are doing remains focused on our stated purposes and for the public benefit.

Our Corporate Aims

Our Corporate Aims (for April 2020 – March 2024) in both Positive Futures (NI) and the other group companies:

Recruitment and Retention

By 2024 we will have reduced vacancies to 5% of organisational size and be the 'preferred employer' ('employer of choice') in the sector as demonstrated by:

- attracting the best staff
- increasing staffing levels
- improving retention and staff engagement.

Efficiency and Effectiveness

By 2024 we will free up management time by a minimum of 10% through identifying and improving internal processes and systems and refocusing time on staff / team development.

Growth

By 2024 we will secure a range of accommodation options to support a minimum of 30 additional people.

Influence and Funding

By 2024 we will have:

- raised our profile by 10% as a leader in our field with our unique service offers
- a voice in all relevant forums influencing the sector.

In addition to these four priority areas, we have confirmed our commitment to playing our part in tackling climate change. We have developed, and are implementing, a Positive Green Strategy and associated action plan.

Trustees' Report (continued)

During the reporting period, we have completed:

- a review of progress against all strategic aims (see section below regarding the achievements and performance against our Corporate Plan 2020-24)
- a major consultation exercise to collate stakeholder feedback on the progress of our Corporate Plan and identified priorities for our next Corporate Plan
- a strategic planning exercise with Trustees and senior managers
- a high-level all Ireland Corporate Plan, called our Positive Plan for 2024-28 (work is in progress to publish the full Corporate Plan by September 2024).

At the end of March 2024, we hosted a major celebratory event to celebrate our achievements across the island of Ireland.

ACHIEVEMENTS AND PERFORMANCE

On the basis of our review work and the stakeholder feedback we received regarding our achievements and performance, our key achievements include:

- Our person-centred support which transforms lives and is highly valued by the people we support, families and commissioning partners.
- Having great staff. We have worked extremely hard to address the staff vacancy challenges. These staffing challenges have been in both NI and IRL, however, the level of vacancies has been particularly high in NI requiring a significant focus on both recruitment and retention activities, including revisions to terms and conditions for NI staff. We have also progressed work to improve staff engagement and communication (e.g. by strengthening our JCC, see later section) and are progressing a range of staff engagement initiatives to retain staff. In relation to volunteers, since the Covid-19 pandemic we have a minimal number of volunteers in our services.
- Our lobbying activities, particularly in NI, to campaign for (improved salaries, wider terms and conditions for social care staff and opportunities and funding for our support services. These activities have been extensive and have strengthened our reputation in the sector.
- The introduction of increased digitalisation, cloud-based systems (e.g. to improve internal communication, all staff now have access to M365 and we are progressing ways to use digital systems to support and enhance our communication and engagement with external stakeholders), and improved data reporting systems.

In terms of specific achievements linked to our strategic aims:

Recruitment and Retention

- Positive impact on our profile and reputation (linked to lobbying activities in both NI and IRL to campaign for improved salaries and terms and conditions for social care staff).
- Reductions in vacancies and agency use linked to a range of initiatives to attract, retain and engage staff, plus specific measures to reduce agency usage and costs.
- Increased focus on staff engagement and wellbeing (through a range of associated initiatives).
- Increased salaries and improved terms and conditions for staff
- Increased automation of recruitment processes.
- Development and embedding of specialist HR roles (e.g. specialist IRL support, recruitment, staff engagement) to drive change.
- Enhanced Leader as Coach programme for managers.

Trustees' Report (continued)

Efficiency and Effectiveness

- New systems introduced, such as iplicit (Finance system), iTrent (HR system for IRL), Outcomes Star (for people we support/ long term outcomes) and DecisionTime (risks and goals).
- Increased digitalisation and use of cloud-based systems e.g. see earlier notes regarding Microsoft 365 upgrades and we have fewer physical servers, phones and printers.
- An enhanced Quality Management Framework has been implemented.
- Changes in how we record and report data (e.g. dashboards with trend data using PowerBI re priority data), a new online “What People Think” process to capture stakeholder feedback across the whole group.
- Rolling plan for policy updates.
- An Annual Consultation Exercise (ACE) across the whole group was completed as part of the Corporate Planning exercise.
- In terms of regulation:
 - All regulated services in Positive Futures (NI) were inspected by the Regulation Quality and Improvement Authority (RQIA) during the reporting period. Only one area for improvement was identified in one of the RQIA inspections and this was promptly resolved. Supporting People completed a Validation Audit of one of our services which identified two minor areas for improvement, both of which were resolved immediately.
 - In Positive Futures (IRL) and NAHVI, there were 5 Health Information and Quality Authority (HIQA) inspections during the reporting period. All inspection improvement plans are on track for completion within agreed timeframes. One of the HIQA inspections was a thematic audit of restrictive practices which highlighted excellent practice and resulted in no areas for improvement.

Growth

- Work is in progress with HSCTs to secure additional contract funding for existing and future contracts.
- Work is progressing with NAHVI to ensure it meets its regulatory and statutory obligations as an Approved Housing Body ahead of the statutory deadline for full registration with the Approved Housing Bodies Regulatory Authority in December 2025. NAHVI is progressing an application for funding from the Capital Assistance Scheme to purchase a property for a person currently supported by Positive Futures (IRL).
- Restructure and growth of the Positive Behaviour Support Team has enabled the enhancement of support delivered to services to include more proactive strategies (e.g. resilience workshops, facilitating restrictive practice audits and restrictive practice reviews in services) plus direct work with families.
- The Positive Behaviour Support Team continues to play a vital role in the growth and development of the organisation, for example, supporting successful transitions to our services.
- An internal Restrictive Practice audit was completed (for NI and IRL services) which highlighted areas of good practice and areas for development, including policy development.

Trustees' Report (continued)

Influence and funding

Involvement in key forums including:

NI:

- Strategic Planning and Performance Group
- Social Care Collaborative Forum and associated workstreams (including Commissioning and Contracting workstream, Adult Social Care Workforce workstream, Communications Workstream, Supported Living workstream); Social Care Fair Work Forum
- ARC and associated strategic forums (including Senior Managers Think Tank Meeting, ARC/ RQIA Executive Exchange Meeting, Workforce Development Group, Adult Safeguarding Champion Network);
- Regional Childcare Partnership Meetings and Local Adult Safeguarding Partnership Groups (across all 5 HSC Trusts)
- A range of forums linked to our Shared Lives Service including Shared Lives Plus UK Forum, Strategic Planning and Performance Group/ Shared Lives Forum and the Age NI Approval Panel.

IRL:

- HSE Guiding Principles Working Group
- DFI forums (HSE National HomeShare Working Group, All Employers Social Work Forum, Quality and Standards Advisory Group and HIQA Provider Rep Forum)
- National HomeSharing Network

Marketing / PR

During the reporting period:

- We have appeared in the press 20 times with a reach of 1.3M.
- Our CE has made 13 TV and radio appearances advocating on behalf of people we support, their families and the wider social care sector.
- We have updated our NI website based on WordPress (including Search Engine Optimisation for the first time) and moved our hosting to a much more cost-effective provider.
- We have extended our social media reach across all current platforms (i.e. Facebook, Twitter and Instagram).
- Grant funding and individual giving totalled approximately £69,000.

FINANCIAL REVIEW

Positive Futures (NI) receives contract funding from a range of statutory organisations including all five Health and Social Care Trusts in Northern Ireland. Our supported living, peripatetic housing support and shared lives (adult placement) services also receive funding from the Northern Ireland Housing Executive Supporting People Programme. The Trustees made the decision during 2023/24 to close our Reconnect site (used minimally for 'day opportunity' support). The site was sold on 24 October 2023.

The subsidiary companies in Ireland receive funding from the HSE for the provision of supported living, community support, day opportunities, residential and HomeShare services. In addition, we receive income from grants, foundations, charitable trusts, individuals and community fundraising activities to fund specific projects.

Details of the group and company results for the year including our income and related expenditure, balance sheet and the related notes can be found on pages 18 to 37.

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2024

Trustees' Report (continued)

As a group, income has increased to £20,746,728 (2023: £20,329,578). The growth has come from all 3 organisations in the group.

In Northern Ireland, we continue to operate in a challenging environment with increasing costs and continued pressure from funders to deliver efficiencies in the services we provide. However, during the year we have increased the number of people we support in supported living services and income has also increased by £82,663 to £15,142,777 (2023: £15,060,114).

As is the case for all social care providers in Northern Ireland, we continue to face significant challenges in the recruitment and retention of quality staff required for the delivery of high-quality services. This resulted in continued, significant spending on agency workers of £1,459,487 (2023: £1,329,778).

Following changes in the values of our investments, we recorded a gain of £41,773 (2023: loss of £77,115). Investments are reflected on the Balance Sheet at market value at 31 March 2024. Since the year end the market value of the charity's investments has dropped due to various market factors. The charity holds investments for income and for long term gains.

The Trustees report a deficit across the group of £310,440 (2023: surplus of £2,668,225). We note that the surplus in 2023 was partly due to one off transactions for this financial year.

Group turnover included Covid-19 funding received in respect of expenditure incurred in previous periods of £47,903 (2023: £406,823).

Group Surplus in 2023 included the value of NAHVI assets included upon change of control of £2,098,328.

The total group funds at 31 March 2024 were £8,206,492 (2023: £8,516,692). The total funds held for restricted purposes is £3,244,750 and of the unrestricted funds the Trustees have designated £2,260,496 details of this are shown in note 18.

The Trustees believe that despite the continuing challenging environment in Northern Ireland, the group remains in a good financial position.

The main financial risks the Trustees have identified are outlined in the Key Risks and Uncertainties section of this report.

Internal financial controls

The Board of Trustees has overall responsibility for ensuring that the company has in place an appropriate system of internal controls, financial and otherwise, to provide reasonable assurance that:

- the company is operating efficiently and effectively
- its assets are safeguarded against unauthorised use or disposition
- proper records are maintained, and financial information used within the company or for publication is reliable
- the company complies with relevant laws and regulations

The company's systems of financial control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss.

Statement of disclosure to auditors

The Trustees confirm that:

- So far as the Trustees are aware, there is no relevant audit information of which the company's auditors are unaware.
- They have taken all the steps that they ought to have taken as members in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Trustees' Report (continued)

KEY RISKS AND UNCERTAINTIES

Positive Futures' approach to risk management is guided by the Code of Good Governance (NI), the Governance Code (IRL) and other professional best practice and takes full cognisance of the context and environment in which we operate. Our approach is not designed to eliminate all risk, rather to balance control, cost of control and appropriate risk taking. We have a risk management policy and procedure which clearly defines roles and responsibilities and details procedures for risk identification, monitoring, reporting and escalation of issues.

The Corporate Risk Register is overseen and managed by the Corporate Services Director and owned by all Directors. The Corporate Risk Register is a standing item at each of the meetings of the Board of Trustees (in both Northern Ireland and Ireland).

During the reporting period, the Corporate Risk Register has included the following high risks:

NI:

- Staffing / workforce issues – remains as a high risk at 31 March 2024
- Funding issues – added as a new risk during the reporting period and remains as a high risk at 31 March 2024.

IRL:

- There were no corporate risks during the reporting period.

See earlier notes regarding the roll out of an electronic risk and goals system (DecisionTime, funded by the Supporting People Programme – Provider Innovation Fund).

Employee involvement and equal opportunities

Since its inception, Positive Futures has had an Equal Opportunities Policy in place which is reviewed and updated as necessary. This Policy outlines our commitment to the promotion of equality of opportunity in all aspects of employment and volunteering. Equality is a core value of our organisation and underpins everything we do. We oppose all forms of unlawful and unfair discrimination. All job applicants, staff and others who work for us are treated fairly and are not discriminated against on any grounds (e.g. in relation to gender, marital status, having dependents, religion, political opinion, race, disability, sexual orientation or age).

In 2006, Positive Futures (NI) established a Joint Consultative Committee (JCC), comprising representatives from all our service locations. In broad terms this forum has two main purposes. Firstly, to provide a platform where staff representatives from across the organisation can meet directly with Senior Managers in order to contribute to the organisation's development and decision-making. Secondly, to serve as a health and safety committee. In 2019, a JCC was established in Positive Futures (IRL) and, in April 2023, an Employee Engagement Forum was established in NAHVI. The Employee Engagement Forum covers the same broad areas as the JCC, however, given the size of NAHVI, it includes all staff as opposed to having a named representative from the service. Each of these consultative forums has proven very useful, both for staff and managers, in ensuring that staff voices are heard and that their involvement in the decision making of the organisation is meaningful.

Trustees' Report (continued)

Auditors

In July 2024, our previous external auditors, ASM (B) Ltd, transferred all their external audit contracts to Sumer Auditco NI Limited. The Board has agreed to the novation of the external audit contract to Sumer Auditco NI Limited.

A resolution to re-appoint the auditors, Sumer Auditco NI Ltd, will be submitted at the Annual General Meeting.

The Trustees' Report and the Strategic Report contained therein were approved by the Board of Trustees on 24 September 2024.



John Alexander
Chair

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives.

Opinion

We have audited the financial statements of Positive Futures: Achieving Dreams. Transforming Lives (the 'parent company') and its subsidiaries (the 'Group') for the year ended 31 March 2024 which comprise: the consolidated and company statements of financial activities; the consolidated and company balance sheets; the consolidated statement of cash flows; and the related notes. 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 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 of the parent company's affairs as at 31 March 2024 and of the Group's and the parent company's incoming resources and application of resources, including the Group's and the parent company's 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 and Ireland) (ISAs) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom and Ireland, including the Financial Reporting Council'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

We have nothing to report in respect of the following matters in relation to which the ISAs require us to report to you where:

- the use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Group's or the parent company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Respective responsibilities of Trustees and auditors

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

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives. (continued)

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Group Trustees' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Group Trustees' Report, including the Strategic Report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' 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 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.

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives. (continued)

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 considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: timing of recognition of income; and posting of unusual journals along with complex transactions. We discussed these risks with client management, designed audit procedures to test the timing of income, tested a sample of journals to confirm they were appropriate and reviewed areas of judgement for indicators of management bias to address these risks.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an Auditors' 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 charity and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Christine Hagan (Senior Statutory Auditor)

for and on behalf of

Sumer Auditco NI Limited

Chartered Accountants & Statutory Auditors

Glendinning House

6 Murray Street

Belfast

BT1 6DN

24 September 2024

Sumer Auditco NI Limited are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

Consolidated Statement of financial activities
(incorporating the Consolidated Income and Expenditure Account)

	Notes	Restricted £	Unrestricted £	2024 £	2023 £
Income and endowments from:					
Investments	3	-	48,911	48,911	26,291
Charitable activities	5	8,395,614	12,287,483	20,683,097	20,300,716
Other Income	4	12,091	2,629	14,720	2,571
Total income and endowments		<u>8,407,705</u>	<u>12,339,023</u>	<u>20,746,728</u>	<u>20,329,578</u>
Expenditure on:					
Charitable activities	6	<u>(9,044,722)</u>	<u>(11,949,056)</u>	<u>(20,993,778)</u>	<u>(19,751,127)</u>
Total expenditure		<u>(9,044,722)</u>	<u>(11,949,056)</u>	<u>(20,993,778)</u>	<u>(19,751,127)</u>
Net gains/(losses) on investments	12	-	41,773	41,773	(77,115)
Net income/(expenditure)		<u>(637,017)</u>	<u>431,740</u>	<u>(205,277)</u>	<u>501,336</u>
Other recognised gains / (losses)					
Unrealised foreign exchange gain/(loss)		(91,939)	(13,184)	(105,123)	68,761
Exceptional item	16	-	-	-	2,098,328
Transfers					
Transfers between funds	17	479,057	(479,057)	-	-
Net movement in funds		<u>(249,899)</u>	<u>(60,501)</u>	<u>(310,400)</u>	<u>2,668,425</u>
Reconciliation of funds:					
Total funds brought forward	17	<u>3,494,649</u>	<u>5,022,243</u>	<u>8,516,892</u>	<u>5,848,467</u>
Total funds carried forward	17	<u>3,244,750</u>	<u>4,961,742</u>	<u>8,206,492</u>	<u>8,516,892</u>

All amounts above relate to continuing operations of the group.

The notes on pages 23 to 37 form part of these accounts.

Company Statement of financial activities
(incorporating the Income and Expenditure Account)

	Notes	Restricted	Unrestricted	2024	2023
		£	£	£	£
Income and endowments from:					
Investments	3	-	48,911	48,911	26,291
Charitable activities	5	2,133,860	12,959,968	15,093,828	15,033,823
Other Income	4	-	38	38	-
Total income and endowments		<u>2,133,860</u>	<u>13,008,917</u>	<u>15,142,777</u>	<u>15,060,114</u>
Expenditure on:					
Charitable activities	6	<u>(2,580,737)</u>	<u>(12,652,931)</u>	<u>(15,233,668)</u>	<u>(14,913,106)</u>
Total expenditure		<u>(2,580,737)</u>	<u>(12,652,931)</u>	<u>(15,233,668)</u>	<u>(14,913,106)</u>
Net gains/(losses) on investments	12	-	41,773	41,773	(77,115)
Net income/(expenditure)		(446,877)	397,759	(49,118)	69,893
Other recognised gains		-	-	-	-
Transfers					
Transfers between funds	17	487,557	(487,557)	-	-
Net movement in funds		<u>40,680</u>	<u>(89,798)</u>	<u>(49,118)</u>	<u>69,893</u>
Reconciliation of funds:					
Total funds brought forward		-	4,545,837	4,545,837	4,475,944
Total funds carried forward		<u>40,680</u>	<u>4,456,039</u>	<u>4,496,719</u>	<u>4,545,837</u>

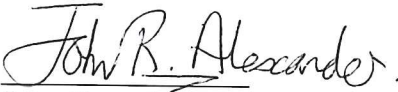
All amounts above relate to continuing operations of the company.

The notes on pages 23 to 37 form part of these accounts.

Consolidated Balance sheet

	Notes	2024 £	2023 £
Fixed assets			
Tangible fixed assets	11	2,701,245	3,075,282
Investments	12	881,604	824,904
		<u>3,582,849</u>	<u>3,900,186</u>
Current assets			
Debtors	13	2,163,444	2,535,198
Cash at bank and in hand		4,945,412	4,386,772
		<u>7,108,856</u>	<u>6,921,970</u>
Liabilities			
Creditors: amounts falling due within one year	14	<u>(2,485,213)</u>	<u>(2,305,264)</u>
Net current assets		<u>4,623,643</u>	<u>4,616,706</u>
Total assets less current liabilities		8,206,492	8,516,892
Net assets		<u>8,206,492</u>	<u>8,516,892</u>
The funds of the charity			
Unrestricted funds	17	4,961,742	5,022,243
Restricted funds	17	3,244,750	3,494,649
Total funds		<u>8,206,492</u>	<u>8,516,692</u>

The accounts on pages 18 to 37 were approved by the Board of Trustees and authorised for issue on 24 September 2024.


John Alexander
 Trustee


Mairead Mitchell
 Trustee

Co. Registration No. NI 029849

The notes on pages 23 to 37 form part of these accounts.


Company Balance sheet

	Notes	2024 £	2023 £
Fixed assets			
Tangible fixed assets	11	1,150,721	1,498,410
Investments	12	881,604	824,904
		<u>2,032,325</u>	<u>2,323,314</u>
Current assets			
Debtors	13	1,609,135	2,029,464
Cash at bank and in hand		2,611,279	1,744,901
		<u>4,220,414</u>	<u>3,774,365</u>
Liabilities			
Creditors: amounts falling due within one year	14	<u>(1,756,020)</u>	<u>(1,551,842)</u>
Net current assets		<u>2,464,394</u>	<u>2,222,524</u>
Total assets less current liabilities		<u>4,496,719</u>	<u>4,545,837</u>
Net assets		<u>4,496,719</u>	<u>4,545,837</u>
The funds of the charity			
Unrestricted funds	17	4,456,039	4,545,837
Restricted funds	17	40,680	-
Total funds		<u>4,496,719</u>	<u>4,545,837</u>

The accounts on pages 18 to 37 were approved by the Board of Trustees and authorised for issue on 24 September 2024.



John Alexander
Trustee



Mairead Mitchell
Trustee

Co. Registration No. NI 029849

The notes on pages 23 to 37 form part of these accounts.

Consolidated Statement of Cash Flows

	2024	2023
	£	£
Cash flows from operating activities:		
Net cash provided by operating activities (see below)	425,130	3,012,812
Cash flows from investing activities		
Dividends, interest and rents from investments	48,911	26,291
Proceeds from the sale of property, plant and equipment	417,098	12,191
Purchase of property, plant and equipment	(317,573)	(160,246)
Assets on Acquisition	-	(1,423,446)
(Purchase) / sale of investments	(14,926)	(34,886)
Net cash (used in) investment activities	<u>133,510</u>	<u>(1,580,096)</u>
Change in cash in the reporting period	<u>558,640</u>	<u>1,432,716</u>
Cash at the beginning of the reporting period	<u>4,386,772</u>	<u>2,954,056</u>
Cash at the end of the reporting period	<u>4,945,412</u>	<u>4,386,772</u>

Reconciliation of net income to net cash inflow from operating activities

	2024	2023
	£	£
Net income for the reporting period (as per the Consolidated Statement of financial activities)	(310,400)	2,668,425
Adjusted for:		
Depreciation charges	246,754	231,262
(Gains)/ losses on investments	(41,773)	77,115
Dividends, interest and rents from investments	(48,911)	(26,291)
(Decrease)/Increase in creditors	179,948	526,435
(Increase)/Decrease in debtors	371,754	(451,571)
(Profit)/Loss on disposal of Fixed Assets	(14,720)	(2,571)
Exchange difference on consolidation	42,478	(9,992)
Net cash provided by operating activities	<u>425,130</u>	<u>3,012,812</u>

Analysis of cash and cash equivalents

	31 March 2023	Cash Flow	31 March 2024
	£	£	£
Cash at bank and in hand	4,386,772	558,640	4,945,412
Total cash and cash equivalents	<u>4,386,772</u>	<u>558,640</u>	<u>4,945,412</u>

The notes on pages 23 to 37 form part of these accounts.

Notes to the accounts

1. Accounting policies

Basis of accounting

The accounts have been prepared under the historical cost convention and modified to include the revaluation of investments and in accordance with applicable accounting standards, the Companies Act 2006 and the Statement of Recommended Practice (“SORP”) 'Accounting and Reporting by Charities' (FRS 102) and in accordance with Financial Reporting Standard 102. A summary of the more important accounting policies, which have been applied consistently, is set out below.

Consolidation

The consolidated financial statements incorporate the financial statements of the company and its subsidiary undertakings as listed in note 12.

Public Benefit

Positive Futures: Achieving Dreams. Transforming Lives is a public benefit entity which is a company limited by guarantee, registered number NI29849. The company details are listed on page 2

Funds

The charity receives various types of funding which require separate treatment. These are as follows:

- a) unrestricted funds: funds which may be expended at the discretion of the Trustees in furtherance of the objectives of the charity; and
- b) restricted funds: funds which are earmarked by the donor for specific purposes

Designated funds

Designated funds relate to unrestricted incoming resources in the current and previous years, which are allocated to fund specific activities in future accounting periods.

Incoming resources

All income and grants of a revenue nature are credited to income in the period to which they relate. Income is only deferred when grants or income is received in advance of the year to which they relate.

Grants specifically for capital expenditure are credited to incoming resources in the period the capital expenditure is incurred. A designated fund is created in reserves, which is reduced over the expected useful lives of the related assets by equal annual instalments.

Other incoming resources are credited to income in the period to which they relate.

Funds received which have been earmarked by the donor for specific purposes are treated as restricted incoming resources.

Resources expended

Resources expended are analysed between restricted and unrestricted resources expended. The charity allocates resources expended into restricted and unrestricted elements on the basis of the direct and indirect costs associated with providing the service over the longer term. To ensure consistency, indirect costs are apportioned between funding sources on the basis of the cost allocation formulae determined at the establishment of the particular service.

Notes to the accounts (continued)

Going Concern

No material uncertainties related to events or conditions that may cast significant doubt about the ability of the company to continue as a going concern have been identified by the Trustees.

Pension scheme

The company operates a group personal pension plan. This defined contribution pension scheme is open to all staff. Employer's contributions vary as a % of pensionable earnings depending on the staff member's agreed terms and conditions. The assets of the scheme are held separately from those of the company in independently administered funds, and contributions are charged to the Statement of Financial Activities in the period to which they relate.

Operating leases

Costs in respect of operating leases are charged on a straight-line basis over the lease term.

Tangible fixed assets

Fixed assets are stated at their purchase cost, together with any incidental costs of acquisition. The company's policy is to capitalise individual fixed assets costing £300 or more.

Depreciation is calculated so as to write off the cost of tangible fixed assets (excluding land), less their estimated residual values, on a straight-line basis over the expected useful lives of the assets concerned. The principal annual rates used for this purpose are as follows:

	%
Buildings	4 - 25
Motor vehicles	25
Fixtures and fittings	25
Computer equipment	25
Plant and machinery	25-33

Debtors

Debtors are measured at their recoverable amounts.

Creditors and provisions for liabilities and charges

Creditors and provisions for liabilities and charges are measured at their settlement amount.

Judgements and estimates

In the process of applying the company's accounting policies, management has not made any significant judgements. There are no key assumptions concerning the future or other key sources of estimation, that have a significant risk of raising a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Investments

In accordance with the Statement of Recommended Practice, investments other than those in subsidiary companies, are shown in the balance sheet at market value. Subsidiary companies are stated at cost.

Notes to the accounts (continued)

Foreign Currency

Transactions in a foreign currency are recorded at the rate ruling at the date of the transaction. Assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

2. Volunteers

Our volunteers are involved in a range of activities from administrative tasks through to supporting the people we support to have the life they want. The contribution made by our volunteers in Family Support and Shared Lives Services is critical to the successful delivery of these Services.

3. Investment income

	2024	2023
	£	£
Bank interest	18,666	3,860
Income from investments	30,245	22,431
	<u>48,911</u>	<u>26,291</u>

4. Other Income

	Group		Company	
	2024	2023	2024	2023
	£	£	£	£
Profit from disposal of fixed assets	14,720	2,571	38	-
	<u>14,720</u>	<u>2,571</u>	<u>38</u>	<u>-</u>

5. Incoming resources from charitable activities

Group	Restricted	Unrestricted	2024	Restricted	Unrestricted	2023
	£	£		£	£	
Health Board and Trust income	-	11,661,991	11,661,991	-	11,290,315	11,290,315
Supporting People income	2,020,916	-	2,020,916	2,485,901	-	2,485,901
Health Service Executive Grant	6,245,183	-	6,245,183	5,785,422	-	5,785,442
Income from service users	15,276	586,345	601,621	13,342	519,124	532,466
Other fees and grants	112,944	-	112,944	81,830	89,381	171,211
Consultancy income	-	-	-	-	-	-
Gifts and other income	1,295	39,147	40,442	-	35,381	35,381
	<u>8,395,614</u>	<u>12,287,483</u>	<u>20,683,097</u>	<u>8,366,515</u>	<u>11,934,201</u>	<u>20,300,716</u>

Notes to the accounts (continued)

5. Incoming resources from charitable activities (continued)

Company	Restricted	Unrestricted	2024	Restricted	Unrestricted	2023
	£	£	£	£	£	£
Health Board and Trust income	-	11,661,991	11,661,991	-	11,290,315	11,290,315
Supporting People income	2,020,916	-	2,020,916	2,485,901	-	2,485,901
Income from service users	-	549,075	549,075	-	488,328	488,328
Other fees and grants	112,944	-	112,944	81,831	89,109	170,940
Gifts and other income	-	748,902	748,902	-	598,339	598,339
	<u>2,133,860</u>	<u>12,959,968</u>	<u>15,093,828</u>	<u>2,567,732</u>	<u>12,466,091</u>	<u>15,033,823</u>

6. Expenditure on charitable activities

The company allocates its costs between Restricted and Unrestricted expenditure as follows:

Group	Restricted	Unrestricted	2024	Restricted	Unrestricted	2023
	£	£	£	£	£	£
Direct care staff costs	6,431,147	9,027,453	15,458,560	5,988,065	9,225,488	15,213,553
Head Office staff costs	255,020	1,866,486	2,121,506	405,538	1,287,979	1,693,517
Other staff costs	419,327	100,485	519,812	395,397	91,692	487,088
ICT costs	62,480	118,364	180,844	39,769	117,292	157,061
Travel, subsistence and volunteers' expenses	268,184	148,538	416,720	242,350	181,578	423,928
Training costs	151,055	15,573	166,628	110,162	8,153	118,315
Premises and insurance costs	360,817	374,758	735,575	290,606	309,836	600,442
Depreciation	116,566	130,189	246,755	70,393	153,771	224,164
Other support costs	980,126	167,212	1,147,338	809,174	23,884	833,058
	<u>9,044,722</u>	<u>11,949,056</u>	<u>20,993,778</u>	<u>8,351,454</u>	<u>11,399,673</u>	<u>19,751,127</u>

Company	Restricted	Unrestricted	2024	Restricted	Unrestricted	2023
	£	£	£	£	£	£
Direct care staff costs	2,301,074	9,593,134	11,894,208	2,597,790	9,682,704	12,280,494
Head Office staff costs	31,677	1,868,471	1,900,148	33,583	1,348,609	1,382,192
Other staff costs	27,973	123,270	151,243	30,585	94,621	125,206
ICT costs	18,631	126,291	144,922	5,293	122,916	128,209
Travel, subsistence and volunteers' expenses	37,883	145,401	203,117	26,347	189,636	215,983
Training costs	68,666	22,877	91,543	80,607	7,022	87,629
Premises and insurance costs	62,803	406,320	469,123	80,693	327,204	407,897
Depreciation	2,207	130,189	132,396	2,582	160,942	163,524
Other support costs	29,823	236,978	246,967	92,772	29,200	121,972
	<u>2,580,737</u>	<u>12,652,931</u>	<u>15,233,668</u>	<u>2,950,252</u>	<u>11,962,854</u>	<u>14,913,106</u>

Direct care staff costs include the provision of personal care and housing support to the people we support.

Notes to the accounts (continued)

7. Employee information

The average weekly number of persons, including part time and relief staff employed by the group during the year was:

	Group		Company	
	2024 Number	2023 Number	2024 Number	2023 Number
By activity:				
Direct care activities	619	608	515	512
Administration and training	94	92	81	75
	<u>713</u>	<u>700</u>	<u>596</u>	<u>587</u>

	Group		Company	
	2024 £	2023 £	2024 £	2023 £
Staff costs (for the above persons)				
Wages and salaries	15,552,254	14,342,931	11,049,286	10,908,105
Social security costs	1,404,872	1,286,390	920,612	984,761
Pension costs	387,379	345,237	323,575	298,858
	<u>17,344,505</u>	<u>15,974,558</u>	<u>12,293,473</u>	<u>12,191,724</u>

Group spend on agency workers amounted to £1,459,487 (2023: £1,329,778).

Pension contributions in the year for the provision of a defined contribution scheme amounted to £387,379 (2023: £345,237) and contributions due at the year-end amounted to £nil (2023: £38).

Additional 30 employees are employed by NAHVI which became part of the group on 1 September 2022.

During the year one employee, the Chief Executive of the group, received remuneration (excluding employer's pension contributions) between £105,000 and £115,000. (2023: One)

Four employees, excluding the Chief Executive, (2023: four) received emoluments (excluding employer's pension contributions) over £60,000 during the year.

None of the Trustees received any remuneration during the year.

During the year the Director Team received remuneration (excluding employer's pension contributions) totalling £554,627 (2023: £485,223).

During the year redundancy costs of £6,135 were incurred (2023: £nil).

During the year, the costs for six employees (2023: Six) were recharged to another Group Company, 2 of which relate to the new group entity NAHVI.

Notes to the accounts (continued)

8. Net incoming resources

	2024	2023
	£	£
Net income/(expenditure) is stated after charging/(crediting):		
Depreciation on tangible owned fixed assets	246,755	231,262
(Profit)/Loss on revaluation of investments	41,773	77,115
Interest (receivable)/payable	18,666	3,860
Auditors' remuneration - audit	29,622	33,543
Auditors' remuneration - other	5,410	7,872
(Profit)/Loss on disposal of tangible assets	14,720	2,571

9. Taxation

The group is exempt from taxation due to its charitable status as approved by the Inland Revenue and Revenue Commissioners. No tax is therefore payable on the deficit for the year £310,400 (2023: surplus of £2,668,425)

10. Auditors' remuneration

The auditors' remuneration of £23,790 (2023: £41,415) is split as follows:

	2024	2023
	£	£
Audit services - group	23,790	33,543
Payroll, Tax and other services	5,410	7,872
	<u>29,200</u>	<u>41,415</u>

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2024

Notes to the accounts (continued)

11. Tangible fixed assets

Group tangible fixed assets	Land & buildings £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Plant and Machinery £	Total £
Cost						
At 31 March 2023	3,801,947	314,591	320,384	293,276	6,017	4,736,215
Additions	160,881	84,569	47,223	24,899	-	317,572
Disposals	(441,072)	(21,533)	(2,245)	(38,963)	(1,412)	(505,225)
Exchange adjustments	(39,348)	(4,663)	(3,216)	(1,170)	(124)	(48,521)
At 31 March 2024	<u>3,482,408</u>	<u>372,964</u>	<u>362,146</u>	<u>278,042</u>	<u>4,481</u>	<u>4,500,041</u>
Depreciation						
At 31 March 2023	992,814	177,551	230,516	254,628	5,424	1,660,993
Charge for the year	116,599	68,888	34,489	26,572	206	246,754
Disposals	(41,441)	(19,942)	(1,473)	(38,965)	(1,025)	(102,846)
Exchange adjustments	(1,950)	(2,072)	(872)	(1,027)	(124)	(6,045)
At 31 March 2024	<u>1,066,022</u>	<u>224,425</u>	<u>262,660</u>	<u>241,208</u>	<u>4,481</u>	<u>1,798,796</u>
Net book values						
At 31 March 2024	<u>2,416,386</u>	<u>148,539</u>	<u>99,486</u>	<u>36,834</u>	<u>-</u>	<u>2,701,245</u>
At 31 March 2023	<u>2,809,133</u>	<u>137,040</u>	<u>89,868</u>	<u>38,648</u>	<u>593</u>	<u>3,075,282</u>
Company tangible fixed assets						
Company tangible fixed assets	Land & buildings £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Plant and Machinery £	Total £
Cost						
At 31 March 2023	2,335,964	168,021	214,414	251,834	1,412	2,971,645
Additions	160,881	-	7,473	18,734	-	187,088
Disposals	(441,072)	(14,840)	(2,245)	(38,963)	(1,412)	(498,532)
At 31 March 2024	<u>2,055,773</u>	<u>153,181</u>	<u>219,642</u>	<u>231,605</u>	<u>-</u>	<u>2,660,201</u>
Depreciation						
At 31 March 2023	933,112	113,712	208,245	217,348	819	1,473,236
Charge for the year	79,475	23,895	5,186	23,635	206	132,397
Disposals	(41,441)	(13,249)	(1,473)	(38,965)	(1,025)	(96,153)
At 31 March 2024	<u>971,146</u>	<u>124,358</u>	<u>211,958</u>	<u>202,018</u>	<u>-</u>	<u>1,509,480</u>
Net book values						
At 31 March 2024	<u>1,084,628</u>	<u>28,823</u>	<u>7,684</u>	<u>29,587</u>	<u>-</u>	<u>1,150,721</u>
At 31 March 2023	<u>1,402,852</u>	<u>54,309</u>	<u>6,169</u>	<u>34,486</u>	<u>593</u>	<u>1,498,410</u>

Notes to the accounts (continued)

12. Investments

	2024 £
Investments at market value at 31 March 2023	824,904
Investment income reinvested	0
Purchase of investments	121,089
Disposal of Investments	(106,162)
Net gain on revaluation and realisation	41,773
Investments at market value at 31 March 2024	<u>881,604</u>

The historical cost of the investments is £905,692 (2023: £889,483).

Positive Futures has an investment policy which provides a framework for making investment decisions. These investments aim to provide a balance between capital growth and income generation over the medium to long term with a medium level of risk. Except as noted below the investments are in a mixture of liquid assets such as equities, fixed interest securities, alternative assets and cash within allocation ranges as set out in the investment policy. For ethical reasons no direct equity investment is made in Tobacco, Alcohol, Gambling, Armaments and industries involved in exploitation of Human Rights. The management of investments is done by an external discretionary Investment Manager appointed by the Trustees.

Investments are reflected on the Balance Sheet at market value at 31 March 2024.

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2024

Notes to the accounts (continued)

12. Investments (continued)

Positive Futures also exercises control over two subsidiary companies whose results are detailed below:

Name	Business	Registered Office	Shares held	Period end	Turnover in year	Profit/(loss) after tax	Net assets/(liabilities)
Positive People (NI) C.I.C Registered Number NI623255	Employment Agency	2b Park Drive Bangor County Down	None – limited by guarantee	n/a	-	-	-
Positive Futures: Achieving Dreams. Transforming Lives. CLG Registered Number 566738	Provision of Social Care Services Charity Registration number 20106348	Nesta Business Centre Unit 4-5 Burton Hall Park Burton Hall Road Sandyford Business Park Dublin 18 D18 A094	None – limited by guarantee	31 March 2024	€6,427,817	€162,869	2,166,265
National Association of Housing for Visually Impaired (NAHVI) CLG Registered Number 317329	Provision of Social Care Services Charity Registration number CHY13759	56 Hazelwood Beaverstown Road, Donabate Co. Dublin K36 XR28	None – limited by guarantee	31 March 2024	€1,113,614	(€343,771)	€2,169,989

On 16 February 2024 an application was made to voluntarily strike off Positive People CIC NI623255. The company was dissolved on 14 May 2024 and is no longer part of the group.

NAHVI filed accounts for 15 months to 31 March 2024 to bring year end in line with the rest of the Group. 12 months results are consolidated in the Group Financial statements.

Notes to the accounts (continued)

13. Debtors

	Group 2024	Group 2023	Company 2024	Company 2023
	£	£	£	£
Amounts falling due within one year:				
Trade debtors	1,747,492	2,107,920	1,290,826	1,565,913
Other debtors	14,874	27,068	14,875	27,068
Prepayments and accrued income	401,078	400,210	299,567	344,544
Amounts owed by subsidiary undertakings	-	-	3,867	123,981
Provision for amounts owed by subsidiary undertakings	-	-	-	(32,042)
	<u>2,163,444</u>	<u>2,535,198</u>	<u>1,609,135</u>	<u>2,029,464</u>

14. Creditors: amounts falling due within one year

	Group 2024	Group 2023	Company 2024	Company 2023
	£	£	£	£
Trade creditors	337,624	602,974	267,102	514,748
Other creditors	958,815	335,830	860,745	279,639
Accruals and deferred income	843,675	1,065,050	412,959	540,230
Other taxes and social security	345,099	301,410	215,214	217,225
	<u>2,485,213</u>	<u>2,305,264</u>	<u>1,756,020</u>	<u>1,551,842</u>

Included in other creditors are unallocated credit transactions on debtor accounts that were reclassified to a separate credit balances account in the current year. The prior year reclassification would have been £276,441.

15. Deferred Income

Included in accruals and deferred income is deferred income of £254,392 (2023: £531,131) for the Group, and £60,495 (2023: £273,764) for the Company. Deferred income comprises deferred grants and income for services to be provided after the year end.

	Group £	Company £
Balance as at 31 March 2023	<u>531,131</u>	<u>273,764</u>
Amount moved to other creditors	(61,978)	(153,097)
Amount released to incoming resources	(351,379)	(70,172)
Amount deferred in year	150,092	10,000
Exchange differences	(13,474)	-
Balance as at 31 March 2024	<u>254,392</u>	<u>60,495</u>

Notes to the accounts (continued)

16. Exceptional item

Included in the prior year's figures are the exceptional item in relation to NAHVI which was brought into the Group on 1 September 2022. The breakdown of the exceptional item is as follows:

	NAHVI
	£
Fixed Assets	1,423,446
Current Assets	795,171
Current Liabilities	(120,289)
Net Assets	<u>2,098,328</u>
Unrestricted Funds	391,732
Restricted Funds	1,706,596
Total Funds	<u>2,098,328</u>

There are no exceptional items in this financial year.

Notes to the accounts (continued)

17. Analysis of net assets between funds

	At 31 March 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£	£	£
Unrestricted funds					
Designated funds	2,272,235	-	-	(11,739)	2,260,496
Unrestricted funds NAHVI	426,614	37,270	(11,735)	3,144	455,293
General funds	2,323,394	12,301,753	(11,908,732)	(470,462)	2,245,953
Total unrestricted funds	5,022,243	12,339,023	(11,920,467)	(479,057)	4,961,742
Restricted funds					
Supporting People	-	1,973,013	(2,508,473)	535,460	-
Supporting People Covid 19 Emergency Funding	-	47,903	-	(47,903)	-
Bailey Thomas	-	10,000	-	-	10,000
National Lottery Community Fund	-	10,000	(10,000)	-	-
National Lottery Digital Transformation	-	50,000	(24,111)	-	25,889
SEED Grant	-	2,100	(105)	-	1,995
Hospital Saturday Fund	-	2,000	-	-	2,000
Wolfson Foundation	-	16,119	(16,119)	-	-
Ulster Garden Village	-	19,475	(19,475)	-	-
British Science Week	-	1,000	(1,000)	-	-
BUPA	-	2,250	(1,454)	-	796
HSE Grants	1,645,781	5,332,813	(5,231,074)	-	1,747,520
Other restricted funds	60,227	16,571	(21,435)	-	55,363
NAHVI	1,788,641	924,461	(1,303,415)	(8,500)	1,401,187
Total restricted funds	3,494,649	8,407,705	(9,136,661)	479,057	3,244,750
Total funds	8,516,892	20,746,728	(21,057,128)	-	8,206,492

The charity's policy in respect of transfers between designated funds is set out in the Trustees' Report. The transfers affected in respect of the year ended 31 March 2024 are set out in detail in note 18.

The Supporting People restricted funds have arisen from funding received from the Supporting People programme. The programme funds a range of services which provide housing related support to vulnerable people to improve their quality of life and gain independence. The funds are restricted to be used on the agreed services and support tasks contained in the funding agreements. The Trustees have previously agreed to eliminate annually any deficit that arises in respect of that fund.

The Supporting People – Covid-19 Emergency Funding restricted fund arose from funding to cover exceptional costs associated with the Covid-19 pandemic. The final payment in relation to this was received during this financial year. This was transferred to unrestricted funds as costs had been incurred in previous financial years.

HSE grants are for the provision of care and support services in Ireland. Other restricted funds arise from grant funding received that is restricted for use in specific projects. The Trustees have agreed to make available reserves to eliminate any deficits that arise.

Notes to the accounts (continued)

18. Analysis of designated fund movement

The funds designated by the Board of Trustees in line with their policies as set out in the Trustees' Report:

	Balance at 31 March 2023	Retained surplus / (deficit) for the year	Transfers (from)/to funds	Balance at 31 March 2024
	£	£	£	£
Designated funds				
Under occupancy fund	65,000	-	-	65,000
Redundancy fund	65,000	-	-	65,000
Service development fund	50,000	-	-	50,000
Building repairs and maintenance fund	333,107	-	-	333,107
Organisational development Fund	40,000	-	-	40,000
Management development and training fund	45,000	-	19,464	64,464
Volunteer coordination fund	-	-	-	-
Replacement MV fund	50,000	-	-	50,000
User involvement / PCP	8,000	-	-	8,000
PR and fundraising	44,000	-	20,000	64,000
Replacement IT and F&F	40,000	-	10,000	50,000
Digital transformation	333,000	-	25,000	358,000
Behaviour support fund	52,000	-	-	52,000
Legal costs fund	50,000	-	-	50,000
Health and wellbeing Strategy	27,500	-	-	27,500
Corporate planning	7,500	-	7,500	15,000
Recruitment and retention Strategy	256,000	-	100,000	356,000
Capital grants fund	150,416	-	(9,401)	141,015
Covid-19 pandemic fund	-	-	-	-
Climate change fund	40,000	-	35,000	75,000
Covid-19 emergency funding	-	-	-	-
Family services fund	28,000	-	-	28,000
Agency staff usage fund	538,000	-	(220,000)	318,000
PF Ireland fund	49,712	-	698	50,410
Designated funds	2,272,235	-	(11,739)	2,260,496
Unrestricted funds NAHVI	426,614	25,535	3,144	455,293
General fund	2,323,394	393,021	(470,462)	2,245,953
Total unrestricted funds	5,022,243	418,556	(479,057)	4,961,742

In the year ended 31 March 2024 a transfer was made of £479,057 (2023: £617,126) from unrestricted funds. This was to eliminate a deficit in restricted funds, note 17.

Notes to the accounts (continued)

19. Operating leases

At 31 March 2024, the group had future minimum lease payment commitments under non-cancellable operating leases as follows:

Group	2024	2023
	£	£
Land and buildings expiring:		
In less than one year	82,712	106,965
Between two and five years	66,826	120,333
More than five years	6	-
	<u>149,544</u>	<u>227,298</u>

	2024	2023
	£	£
Motor vehicles expiring:		
In less than one year	-	5,559
Between two and five years	-	-
More than five years	-	-
	<u>-</u>	<u>5,559</u>

Lease payments recognised as expenses in the period were £109,057.

At 31 March 2024, the Company had future minimum lease payment commitments under non-cancellable operating leases as follows:

Company	2024	2023
	£	£
Land and buildings expiring:		
In less than one year	47,916	72,416
Between two and five years	64,300	107,356
More than five years	-	-
	<u>112,216</u>	<u>179,772</u>

Lease payments recognised as expenses in the period were £72,930

Notes to the accounts (continued)

20. Contingent liabilities

A contingent liability exists to repay grants received, where certain conditions have not been fulfilled by the company. In the opinion of the Trustees, the terms of the letters of offer have been complied with and no liability is expected.

With the NAHVI company there is contingent liabilities in relation to Property Charges: In the event that the company should cease to use certain properties for the purpose which the grants were received, these grants could become repayable, in part or in whole. Also, there is a number of legal charges in place over the related properties as a result of the grants received.

21. Guarantors

The company is a company limited by guarantee and does not have share capital. The liability of guarantors is limited to £1 in the event of the company being wound up.

22. Control

The company is controlled by a Board of Trustees.

23. Analysis of payments to Trustees and Related Parties by the group

	2024	2023
	£	£
Payments to ARC Limited	3,517	2,255
Reimbursement of expenses to Trustees	922	360
Services received from NAHVI	-	951
Services provided to NAHVI	-	(153,971)

Expenses reimbursed to Trustees are for travel and subsistence. Trustees were reimbursed for £922 expenses during the year. (2023: £360)

Agnes Lunny, Chief Executive of Positive Futures: Achieving Dreams. Transforming Lives. was also a Trustee of ARC Limited during the year and Fiona McCabe, Group Director of Positive Futures: Achieving Dreams. Transforming Lives. to 23 February 2024, was Chairperson of ARC Limited during the year.

ARC Limited a charitable company which provided services to Positive Futures.

In prior year Fiona Keogh and John Alexander, Directors of Positive Futures, were also Directors of the National Association of Housing for Visually Impaired (NAHVI). Services provided to NAHVI and received from were done on an arm's length basis until 31 August 2023, after this date NAHVI formed part of the group and no longer is a related party.

Except as disclosed above there were no other related party transactions during the year.

Positive Futures: Achieving Dreams. Transforming Lives

Northern Ireland - Charity number 101385

Accounts

**Positive Futures: Achieving Dreams.
Transforming Lives.**

**Annual report and consolidated financial statements for
the year ended 31 March 2023**

Registered No: NI 029849

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2023

Annual report

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Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2023

Trustees and advisers

Trustees

Miriam Somerville (Chair)
(retired 25 October 2022)
Carol Workman
Laurence Taggart
John Alexander (Chair)
Geraldine Cunningham
Mary Bryce (Vice Chair)
Austin Treacy
Mairead Mitchell
David Scoffield
Jim Gamble
Ian Edwards (Hon. Treasurer) (resigned 27
June 2023)
Stephen Cross
Peter Woodhead (appointed 25 October
2022)

Directors Team

Chief Executive
Group Director
Group Director
Finance Director
Interim HR Director
HR Director
Operations Director
Corporate Services Director

Agnes Lunny
Paul Roberts
Fiona McCabe (appointed 25 July 2022)
Liam Dorrian
Joanne Corcoran (11 September 2020 to 30 June 2022)
Christopher Perry (appointed 23 June 2022)
Frances Murphy
Joanne Corcoran

Secretary

Dawn Morrow

Auditors

ASM (B) Ltd
Chartered Accountants and Statutory Auditors
Glendinning House
6 Murray Street
Belfast
BT1 6DN

Solicitors

Worthington Solicitors
2 Court Street
Newtownards
BT23 7NX

J Blair Employment Law Solicitors
106 Malone Avenue
Belfast
BT9 6ES

Bankers

Danske Bank
Bloomfield Shopping Centre
South Circular Road
Bangor
BT19 7HB

Investment Advisors

Quilter Cheviot
Montgomery House
29-33 Montgomery Street
Belfast
BT1 4NX

Registered Office and Head Office

2b Park Drive
Bangor
BT20 4JZ

Registered name of Charity

Positive Futures: Achieving Dreams. Transforming Lives.
Registered with the Charity Commission for Northern Ireland: Charity Number: 101385
Company Number: NI 029849

Trustees' Report

The Trustees present their report and the audited accounts for the year ended 31 March 2023. The Trustees' Report also incorporates the requirements of a Strategic Report as required by legislation.

OBJECTIVES AND ACTIVITIES

Our charity's purposes, as set out in the objects contained in the Company's Memorandum and Articles of Association, are to:

- enable children and adults with a learning disability, acquired brain injury or autistic spectrum condition and their families and carers to take control of their lives;
- provide support to individuals enabling them to live full and valued lives within their local communities;
- promote the rights and equality of beneficiaries and in so doing advocate for changes that people need and want;
- pilot and provide a range of innovative care and support services which meet the identified needs of beneficiaries;
- educate and raise awareness among the public of issues pertaining to people with a learning disability, acquired brain injury or autistic spectrum condition; and
- such other exclusively charitable purposes according to the law of Northern Ireland, for the beneficiaries as the Trustees may from time to time decide.

The aims of our charity are to support children and adults with a learning disability, acquired brain injury or autistic spectrum condition to lead full and valued lives in their own communities.

Public benefit statement

The Trustees have had regard to the Charity Commission's statutory guidance on public benefit.

The direct benefits which flow from our purposes include:

- the promotion and improvement of individual health and well-being and family-life by providing person-centred support services which alleviate stress and suffering for families and individuals;
- the promotion and improvement of individual well-being and an independent active lifestyle within the community, improving feelings of individuality and self-worth;
- raising awareness of the issues affecting our beneficiaries to promote knowledge, understanding and to challenge disadvantage and discrimination thereby creating a more welcoming inclusive society; and
- the provision of more person-centred support services which will improve individual well-being, family life and feelings of community inclusion.

Who used and benefitted from our services?

At the end of March 2023, Positive Futures: Achieving Dreams. Transforming Lives. ("Positive Futures (NI)") provided direct support to 389 people (2022, 418 people). The decrease in the number of people supported was largely linked to the termination of short-term funded projects, namely the Better Together Project which ended in June 2022, and MACE, a time-limited programme linked to the Lakeland Family Support Service which ended in March 2023. The number of people supported through our supported living services and peripatetic services increased from 136 in 2022 to 142 in 2023. These are long term support arrangements which, in the main, support people with complex needs and require significant funding and staffing levels.

In addition to the 389 people directly supported, the families and carers of these individuals also benefitted indirectly from the support provided.

Trustees' Report (continued)

We provided the following services:

- **Adult services** – supported living and peripatetic housing support, residential short breaks, shared lives (adult placement) services, and day opportunities.
- **Children and young people's services** – children's residential service, autism outreach service, children and family support services, including the Brighter Futures Project.

Volunteers – Our volunteers in Northern Ireland are involved in a range of activities, from administrative tasks, through to supporting the people we support to have the life they want. The contribution made by our volunteers in family support and shared lives services is critical to the successful delivery of services.

Throughout the year we continued to benefit from the support of volunteers, although, the impact of the Covid-19 pandemic, means that the number of volunteer hours has reduced in comparison to pre-pandemic.

At the end of March 2023, Positive Futures: Achieving Dreams. Transforming Lives CLG ("Positive Futures (ROI)"), a subsidiary of Positive Futures (NI), and the National Association of Housing for Visually Impaired ("NAHVI") (which transferred into the group on 1 September 2022) supported 108 adults and children through a range of services. This is an increase of 32 on the previous year. The services delivered by Positive Futures ROI and NAHVI are as follows:

- **Adult services** – supported living, community support, day opportunities, residential and HomeShare / short break services.
- **Children and young people's services** – community support services and HomeShare / short break services.

In addition to the 108 people directly supported by Positive Futures ROI and NAHVI, the families and carers of these individuals also significantly benefitted from the support provided.

Our Corporate Aims

Our Corporate Aims for 2020-24 in both Positive Futures (NI) and the other group companies:

Recruitment and Retention

By 2024 we will have reduced vacancies to 5% of organisational size and be the 'preferred employer' ('employer of choice') in the sector as demonstrated by:

- attracting the best staff
- increasing staffing levels
- improving retention and staff engagement.

Efficiency and Effectiveness

By 2024 we will free up management time by a minimum of 10% through identifying and improving internal processes and systems and refocusing time on staff / team development.

Growth

By 2024 we will secure a range of accommodation options to support a minimum of 30 additional people.

Influence and Funding

By 2024 we will have:

- raised our profile by 10% as a leader in our field with our unique service offers.
- a voice in all relevant forums influencing the sector.

In addition to these four priority areas, we have confirmed our commitment to playing our part in tackling climate change. In 2023, we will agree an organisational position statement and associated action plan on climate change.

Owing to the continuing challenges linked to the Covid-19 pandemic and workforce pressures, we extended our corporate plan and annual business plan to run until March 2024. Our progress against our current Corporate

Trustees' Report (continued)

Plan is reviewed and reported on to Trustees on a quarterly basis (see section on future plans in relation to our next Corporate Plan).

Positive Futures (ROI) provided management and governance oversight to NAHVI since 2018, culminating in the membership transfer of NAHVI to Positive Futures (ROI) on 1 September 2022. NAHVI's strategic objectives are therefore aligned with Positive Futures' Corporate Aims for 2020-24.

Ensuring our work delivers our aims

Our governance framework comprises the values, culture, systems and processes by which Positive Futures (NI) and its subsidiaries are directed and controlled and the activities through which we are answerable to, and engage with, the people we support, funders, the public and other stakeholders. This enables us to monitor the achievement of our corporate objectives and to consider whether those objectives have led to the delivery of value-adding services.

To direct and guide the organisation's objectives and activities, Positive Futures (NI) and its subsidiaries have an over-arching corporate plan, from which annual business plans are developed. The Corporate Plan is a forward-looking document and the annual business plan links our operational activities to our Corporate Plan (currently extended to March 2024). Work is progressing to plan our next Corporate Plan, which will be implemented from April 2024 onwards.

Positive Futures (NI) and its subsidiaries have continued to develop and deliver our service offer to ensure that we appropriately meet the needs of the people we support. Our success in supporting people with complex needs and behaviours of concern is an area which is achieving ever-more recognition across both jurisdictions. This success is significantly contributed to by the development of our Positive Behaviour Support Team which not only focuses on providing training and guidance, but also providing hands-on support and coaching to our staff in the understanding and management of particular behaviours.

We review our business aims, objectives and activities each year to see what we have achieved and the outcomes of our work. We check the success of each key activity and the outcomes for the people we support, their families and carers. This helps us to ensure that what we are doing remains focused on our stated purposes and for the public benefit.

ACHIEVEMENTS AND PERFORMANCE

By March 2023, we achieved the following:

- **Recruitment and Retention**
 - Appointed a permanent HR Director and implemented a revised HR structure and model of support.
 - Progressed a review and update of our recruitment process from start to finish, implementing increased automation (further improvement work is in progress).
 - Updated our approach to recruitment marketing and improved approaches to promote job opportunities in Positive Futures (NI) and its subsidiaries.
 - Completed salary benchmarking to ensure our terms and conditions remain competitive and rolled out and implemented enhanced salary and benefits packages for Support Workers and Senior Support Workers.
 - Conducted a staff survey and piloted a staff engagement programme in specific services in Positive Futures (NI) and its subsidiaries to inform the development of an Engagement Strategy which is in progress.
 - Introduced the Westfield Health Cash Plan for all staff in Positive Futures (NI).
- **Efficiency and Effectiveness**
 - Progressed work to introduce iTrent (HR and payroll system) to Positive Futures (ROI) (further work in progress to support full roll out).
 - Updated and relaunched the Leadership Development Programme in Positive Futures (NI) and its subsidiaries.

Trustees' Report (continued)

- Piloted the DecisionTime online risk management system in one service (further piloting and full roll out to be progressed).
 - Fully implemented the DecisionTime system in terms of reviewing and reporting of corporate and business plan objectives.
 - Progressed the review and updating of all policies in Positive Futures (NI) and its subsidiaries.
 - Progressed elements of an overall Digital Transformation Strategy to move to 'digital by default' across Positive Futures (NI) and its subsidiaries, for example, changes to improve communication with staff, replacing manual processes with online processes, improved data reporting systems and introducing a new digital finance system (iplicit).
 - Piloted the Outcomes Star, an online system to record and report on the outcomes that people we support want to achieve in their lives in Positive Futures (ROI) and NAHVI
 - Completed an Annual Consultation Exercise (ACE) in Positive Futures (NI) and its subsidiaries. This included focus groups and increased opportunities for people with complex needs to be involved in the consultation.
 - All regulated services in Positive Futures (NI) were inspected by the Regulation Quality and Improvement Authority (RQIA) during the reporting period. The majority of services had no Quality Improvement Plans, with areas for improvement identified for only 2 services. In Positive Futures (ROI) and NAHVI, there were 4 Health Information and Quality Authority (HIQA) inspections during the reporting period. HIQA has a different model of regulation to RQIA and all HIQA inspections result in areas for improvements. All inspection improvement plans were completed by March 2023.
- **Growth**
 - As detailed above, Positive Futures (ROI) has, since 2018, been providing governance and management oversight to NAHVI. In response to a request from the NAHVI Board and following the completion of a detailed due diligence exercise, Positive Futures (ROI) took control of NAHVI by way of a transfer membership agreement on 1 September 2022.
 - On 1 October 2022, again following a due diligence exercise, Positive Futures (NI) established the Foyle Community Outreach Service, having assumed responsibility for two small services for people with a learning disability and hearing loss, previously delivered by the Royal National Institute for Deaf People (RNID).
 - **Influence and funding**
 - Secured over circa £120,000 additional funding in grant requests (most significant grant was £100,000 Dormant Account Fund for Finance and HR digital systems).
 - Increased social media presence and engagement.
 - Represented Positive Futures (NI) on a number of key forums and networks which focus on services for people with a learning disability and autistic spectrum condition and their families across the island of Ireland. In addition, Positive Futures (NI) continues to be the "go-to" organisation for radio and television to comment on issues relevant to our work
 - Leading on ARC provider group lobbying regarding social care cost pressures and staffing crisis.

As can be seen above, NAHVI benefitted from a range of Positive Futures' organisational initiatives contained within the 2022-24 business plan, but also progressed specific activities, including progressing work to ensure it meets its regulatory and statutory obligations as an Approved Housing Body ahead of the statutory deadline for full registration with the Approved Housing Bodies Regulatory Authority in December 2025. Progress to date with this work has enabled NAHVI to prepare to apply for funding from the Capital Assistance Scheme to purchase a property for a person currently supported by Positive Futures (ROI).

Trustees' Report (continued)

FINANCIAL REVIEW

Positive Futures (NI) receives contract funding from a range of statutory organisations including all five Health and Social Care Trusts in Northern Ireland. Our supported living, peripatetic housing support and shared lives (adult placement) services also receive funding from the Northern Ireland Housing Executive Supporting People Programme. The subsidiary companies in the Republic of Ireland receive funding from the HSE for the provision of supported living, community support, day opportunities, residential and HomeShare services. In addition, we receive income from grants, foundations, charitable trusts, individuals and community fundraising activities to fund specific projects.

Details of the group and company results for the year including our income and related expenditure, balance sheet and the related notes can be found on pages 20 - 34.

As a group, income has increased to £20,329,429 (2022: £18,312,531). The growth has come from all 3 organisations in the group.

In Northern Ireland, we continue to operate in a challenging environment with increasing costs and continued pressure from funders to deliver efficiencies in the services we provide. However, during the year we have increased the number of people we support in supported living services and income has also increased by £912,885 to £15,060,114 (2022: 14,093,712).

As is the case for all social care providers in Northern Ireland, we continue to face significant challenges in the recruitment and retention of quality staff required for the delivery of high quality services. This resulted in continued, significant, spending on agency workers of £1,329,778 (2022: £871,425).

Following changes in the values of our investments, we recorded a loss of £77,115 (2022: gain £9,027). Investments are reflected on the Balance Sheet at market value at 31 March 2023. Since the year end the market value of the charity's investments has dropped due to various market factors. The charity holds investments for income and for long term gains.

While the Trustees are pleased to report a surplus across the group of £2,668,425 (2022: £686,608) we note this is also partly due to one off transactions related to this financial year.

Group turnover included Covid-19 funding received in respect of expenditure incurred in previous periods (£406,823) as well as NAHVI surplus following the change of control (£104,019). Group Surplus includes the value of NAHVI assets included upon change of control of £2,098,328.

The total group funds at 31 March 2023 were £8,516,892 (2022: £5,848,467). The total funds held for restricted purposes is £3,494,649 and of the unrestricted funds the Trustees have designated £2,222,523 details of this are shown in note 18.

The Trustees believe that despite the continuing challenging environment in Northern Ireland, the group remains in a good financial position.

The main financial risks the Trustees have identified are outlined in the Key Risks and Uncertainties section of this report.

KEY RISKS AND UNCERTAINTIES

Positive Futures' approach to risk management is guided by the Code of Good Governance and other professional best practice and takes full cognisance of the context and environment in which we operate. Our approach is not designed to eliminate all risk, rather to balance control, cost of control and appropriate risk taking. We have a risk management policy and procedure which clearly defines roles and responsibilities and details procedures for risk identification, monitoring, reporting and escalation of issues.

Trustees' Report (continued)

The Corporate Risk Register is overseen and managed by the Corporate Services Director and owned by all Directors. The Corporate Risk Register (CRR) is a standing item at each of the meetings of the Board of Trustees (in both Northern Ireland and the Republic of Ireland).

During the reporting period, the CRR has included the following high risks:

- NI: Covid-19 pandemic and staffing / workforce issues
- ROI: Covid-19 pandemic.

In both NI and ROI, the Covid-19 pandemic remained a high risk on the Corporate Risk Register for the majority of the reporting period however this risk was de-escalated to the Operations Department Risk Register in February 2023 (following changes in some health and social care restrictions and ongoing effectiveness of risk control measures).

In NI, the other significant risk relates to staffing and workforce issues. In September 2022, the seriousness of this risk and the impact on our NI services resulted in an escalation of the risk to a critical rating (i.e. the most significant rating within our Risk Management Policy). In response to this critical risk, a Critical Incident Management Team (CIMT) was established and a range of additional measures implemented to manage this critical risk. At the end of the reporting period (March 2023), the risk remained at a critical level, although there were improvements in overall staffing levels by this date.

The financial impact of the staffing issues and risk means we are budgeting for a financial deficit in NI for 2023/24. Following previous years of good financial management, the Trustees are confident that both the cash reserves held and the liquidity of our investments ensures we have adequate resources to meet the ongoing day to day operational needs of the organisation. Therefore the Trustees believe there is no issue in relation to the going concern status of the organisation.

To eliminate this budget deficit the leadership team continues to engage with the Department of Health and HSCs to ensure our funding levels enable us to pay a rate of pay so we can recruit and retain both the quantity and quality of social care staff required to meet people's needs.

As part of our approach to risk management, we have introduced an electronic risk, performance and meeting management system (DecisionTime, funded by the Supporting People Programme – Provider Innovation Fund). Rollout of this tool has been delayed (linked to challenges within operations to free managers up to work on the rollout) however a successful pilot has been completed in one of our supported living services which is now using the tool for the Service Risk Register. In 2023, training (including a session for Trustees) and roll out work to other services will be progressed.

PLANS FOR FUTURE PERIODS

Our Corporate Plan 2020-24 sets out our corporate objectives for Positive Futures (NI) and its subsidiaries which inform each of our annual business plans (see earlier section for the detail of the four current priority areas of our Corporate Plan until March 2024).

We are starting to plan for the development of our next Corporate Plan (which will run from April 2024). This will be an all-Ireland plan covering all Group entities.

Trustees' Report (continued)

STRUCTURE, GOVERNANCE AND MANAGEMENT

Positive Futures (NI) was first established on 2 October 1995 and was initially called United Response NI. We changed our name to Positive Futures in 2002 and have a Memorandum of Association which established our objects and powers and we are governed under its Articles of Association. We are a company limited by guarantee (CRN NI 29849) and are a registered charity with the Inland Revenue (charity number XR28291) and the Charity Commission NI (CCNI 101385). The address of the company's registered office, which is also its principal address, is given on page 2.

The charity is managed by a Directors' Team, headed by the Chief Executive, which operates within the authorities as delegated by the Trustees and detailed in the Delegated Authorities Policy. The governing body is the Board of Trustees whose members are also directors for the purposes of company law. Members of the Board of Trustees are elected by other Trustees and have responsibility for ensuring that the charity is performing well, is solvent and complies with all its obligations. The Directors' Team reports to and attends Board and Sub Committee Meetings.

The Board is comprised of a Chair, Vice-Chair, Honorary Treasurer and Trustees with skills in HR, Law, Safeguarding, Education, Learning Disability Services, Finance and lived experience. At the end of March 2023 there were 12 Board members. Members of the Directors' Team and the Board of Trustees are listed on page 2.

The Trustees have put in place a formal risk management framework for the charity to identify the major risks that the charity faces and establish systems to manage and mitigate those risks.

Members of the Board of Trustees receive no remuneration. Where claimed, expenses are reimbursed.

New Trustees are invited to meet with the Chair and the Chief Executive and are provided with an induction which includes clarification of roles, responsibilities and expectations of Trustees. The charity has a "Trustees Contact with Services Policy" which details the relationship between Trustees and the wider organisation and the expectation that Trustees will meet and spend time with staff and the people we support, however this is yet to be fully reinstated following the pandemic. Throughout this financial year, Trustees have returned to face to face Board meetings, although Committee Meetings remain virtual.

The arrangements for setting the pay and remuneration for the charity's Chief Executive and Group Director lie with the Remuneration Committee of the Board of Trustees; this comprises three Trustees, one of whom is the Chair. In determining pay levels, the Committee benchmarks with equivalent market rates of pay, terms and conditions.

Subsidiaries

Positive Futures (NI) is the parent company of three subsidiary companies: Positive People (NI) C.I.C., Positive Futures: Achieving Dreams. Transforming Lives. CLG (Positive Futures (ROI)), and National Association of Housing for Visually Impaired Company CLG. The details of these subsidiaries are provided in note 12 in the accounts.

The Trustees of Positive Futures (NI) are responsible for the Group's overall strategic direction.

Governance Review

Board performance in both Positive Futures (NI) and Positive Futures (ROI) was reviewed in the summer. This included individual reviews with each Board member as well as a review of the Chief Executive's performance.

The Code of Good Governance (NI) and Charities Governance Code (ROI) sets out the principles and key elements of good governance for the Boards to follow.

Trustees' Report (continued)

Following the membership transfer of NAHVI to Positive Futures (ROI) on 1 September 2022, four Trustees resigned from the NAHVI Board, with three Trustees continuing in their role. Anthony Walsh and Karen Charnley joined the Board in August 2022 and December 2022 respectively, bringing skills and knowledge to the Board in the fields of finance, business and housing. Fiona Keogh, Trustee since Positive Futures (ROI) began providing governance oversight to NAHVI in 2018, assumed the role of Chairperson in December 2022. An audit of the skills, knowledge and experience of the Board will be carried out in September 2023, and we will recruit to the Board as any skills gaps are identified.

REFERENCE AND ADMINISTRATIVE DETAILS

The details of the charity, Trustees, Chief Executive and Directors Team to whom the Trustees delegate day to day management of the charity, together with other relevant professional organisations who provide services and advice to the charity are listed on page 2.

Statement of recommended practice

The accounts have been prepared in accordance with applicable accounting standards, the Companies Act 2006 and the Statement of Recommended Practice ("SORP") 'Accounting and Reporting by Charities (FRS 102)' and in accordance with Financial Reporting Standard 102.

Trustees' responsibilities

The Trustees are required by company law to prepare accounts for each financial year that give a true and fair view of the state of affairs of the company as at the end of the financial year and of the surplus or deficit of the company for that year.

The Trustees confirm that suitable accounting policies have been used, and these have been applied consistently, and reasonable and prudent judgements and estimates have been made in the preparation of the accounts for the year ended 31 March 2023. The Trustees also confirm that applicable accounting standards have been followed and that the accounts have been prepared on the going concern basis.

The Trustees are responsible for keeping proper accounting records, for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Internal financial controls

The Board of Trustees has overall responsibility for ensuring that the company has in place an appropriate system of internal controls, financial and otherwise, to provide reasonable assurance that:

- the company is operating efficiently and effectively;
- its assets are safeguarded against unauthorised use or disposition;
- proper records are maintained, and financial information used within the company or for publication is reliable; and
- the company complies with relevant laws and regulations.

The company's systems of financial control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss.

Statement of disclosure to auditors

The Trustees confirm that:

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

Trustees' Report (continued)

Employee involvement, equal opportunities and disabled employees

Since its inception, Positive Futures has had an Equal Opportunities Policy in place which is reviewed and updated as necessary. This Policy makes particular reference to the equality and fair treatment which the organisation promotes in relation to people with a disability which covers the recruitment, training, support and ongoing development of people with disabilities.

In addition, as an organisation which focusses on support to people with disabilities, we are committed to ensuring that all our practices, on a daily basis, reflect the letter and spirit of this Policy.

In 2006, Positive Futures (NI) established a Joint Consultative Committee (JCC), comprising representatives from all our service locations. In 2019, a JCC was also established in Positive Futures (ROI) and, in April 2023, an Employee Engagement Forum was established in NAHVI. The Employee Engagement Forum covers the same broad areas as the JCC, however, given the size of NAHVI, it includes all staff as opposed to having service reps. The purpose of these groups is to help staff to shape and inform the organisation's development and decision making through a process of consultation, discussion and agreement with Directors, as well as to be consulted on key organisational issues. This has proven to be a very useful forum which reports annually to the Board of Trustees. Through these groups, we also provide employees with key organisational information including information on the financial, economic, health and safety and policy context within which the organisation operates.

Auditors

A resolution to re-appoint the auditors, ASM (B) Ltd, will be submitted at the Annual General Meeting.

The Trustees' Report and the Strategic Report contained therein were approved by the Board of Trustees on 26 September 2023

John R. Alexander

John Alexander
Chair

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives.

Opinion

We have audited the financial statements of Positive Futures: Achieving Dreams. Transforming Lives (the 'parent company') and its subsidiaries (the 'Group') for the year ended 31 March 2023 which comprise: the consolidated and company statements of financial activities; the consolidated and company balance sheets; the consolidated statement of cash flows; and the related notes. 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 of the parent company's affairs as at 31 March 2023 and of the Group's and the parent company's incoming resources and application of resources, including the Group's and the parent company's 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 and Ireland) (ISAs) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom and Ireland, including the Financial Reporting Council'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

We have nothing to report in respect of the following matters in relation to which the ISAs require us to report to you where:

- the use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Group's or the parent company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Respective responsibilities of Trustees and auditors

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

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives. (continued)

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Group Trustees' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Group Trustees' Report, including the Strategic Report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' 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 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.

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives. (continued)

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 considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: timing of recognition of income; and posting of unusual journals along with complex transactions. We discussed these risks with client management, designed audit procedures to test the timing of income, tested a sample of journals to confirm they were appropriate and reviewed areas of judgement for indicators of management bias to address these risks.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an Auditors' 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 charity and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Christine Hagan (Senior Statutory Auditor)

for and on behalf of

ASM (B) Ltd

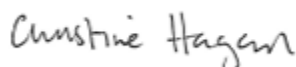
Chartered Accountants & Statutory Auditors

Glendinning House

6 Murray Street

Belfast

BT1 6DN



26 September 2023

ASM (B) Ltd are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

Consolidated Statement of financial activities
(incorporating the Consolidated Income and Expenditure Account)

	Notes	Restricted £	Unrestricted £	2023 £	2022 £
Income and endowments from:					
Investments	3	-	26,291	26,291	16,084
Charitable activities	5	8,366,515	11,934,201	20,300,716	18,288,149
Other Income	4	-	2,571	2,571	8,288
Total income and endowments		<u>8,366,515</u>	<u>11,963,063</u>	<u>20,329,578</u>	<u>18,312,521</u>
Expenditure on:					
Charitable activities	6	<u>(8,351,454)</u>	<u>(11,399,673)</u>	<u>(19,751,127)</u>	<u>(17,620,991)</u>
Total expenditure		<u>(8,351,454)</u>	<u>(11,399,673)</u>	<u>(19,751,127)</u>	<u>(17,620,991)</u>
Net gains/(losses) on investments	12	-	(77,115)	(77,115)	9,027
Net income/(expenditure)		<u>15,061</u>	<u>486,275</u>	<u>501,336</u>	<u>700,557</u>
Other recognised gains / (losses)					
Unrealised foreign exchange gain/(loss)		65,241	3,520	68,761	(13,949)
Exceptional item	16	1,706,596	391,732	2,098,328	-
Transfers					
Transfers between funds	17	617,126	(617,126)	-	-
Net movement in funds		<u>2,404,024</u>	<u>264,401</u>	<u>2,668,425</u>	<u>686,608</u>
Reconciliation of funds:					
Total funds brought forward	17	<u>1,090,625</u>	<u>4,757,842</u>	<u>5,848,467</u>	<u>5,161,859</u>
Total funds carried forward	17	<u>3,494,649</u>	<u>5,022,243</u>	<u>8,516,892</u>	<u>5,848,467</u>

All amounts above relate to continuing operations of the group.

The notes on pages 20 to 34 form part of these accounts.

Company Statement of financial activities
(incorporating the Income and Expenditure Account)

	Notes	Restricted £	Unrestricted £	2023 £	2022 £
Income and endowments from:					
Investments	3	-	26,291	26,291	16,084
Charitable activities	5	2,567,732	12,466,091	15,033,823	14,076,701
Other Income	4	-	-	-	927
Total income and endowments		<u>2,567,732</u>	<u>12,492,382</u>	<u>15,060,114</u>	<u>14,093,712</u>
Expenditure on:					
Charitable activities	6	<u>(2,950,252)</u>	<u>(11,962,854)</u>	<u>(14,913,106)</u>	<u>(13,703,623)</u>
Total expenditure		<u>(2,950,252)</u>	<u>(11,962,854)</u>	<u>(14,913,106)</u>	<u>(13,703,623)</u>
Net gains/(losses) on investments	12	-	(77,115)	(77,115)	9,027
Net income/(expenditure)		(382,520)	452,413	69,893	399,115
Other recognised gains					
Transfers					
Transfers between funds	17	614,126	(614,126)	-	-
Net movement in funds		<u>231,896</u>	<u>(162,003)</u>	<u>69,893</u>	<u>399,115</u>
Reconciliation of funds:					
Total funds brought forward		<u>(231,896)</u>	<u>4,707,840</u>	<u>4,475,944</u>	<u>4,076,829</u>
Total funds carried forward		<u>-</u>	<u>4,545,837</u>	<u>4,545,837</u>	<u>4,475,944</u>

All amounts above relate to continuing operations of the company.

The notes on pages 20 to 34 form part of these accounts.

Consolidated Balance sheet

	Notes	2023 £	2022 £
Fixed assets			
Tangible fixed assets	11	3,075,282	1,722,777
Investments	12	<u>824,904</u>	<u>866,836</u>
		<u>3,900,186</u>	<u>2,589,613</u>
Current assets			
Debtors	13	2,535,198	2,083,627
Cash at bank and in hand		<u>4,386,772</u>	<u>2,954,056</u>
		<u>6,921,970</u>	<u>5,037,683</u>
Liabilities			
Creditors: amounts falling due within one year	14	<u>(2,305,264)</u>	<u>(1,778,829)</u>
Net current assets			
		<u>4,616,706</u>	<u>3,258,854</u>
Total assets less current liabilities			
		<u>8,516,892</u>	<u>5,848,467</u>
Net assets			
		<u>8,516,892</u>	<u>5,848,467</u>
The funds of the charity			
Unrestricted funds	17	5,022,243	4,757,842
Restricted funds	17	<u>3,494,649</u>	<u>1,090,625</u>
Total funds		<u>8,516,892</u>	<u>5,848,467</u>

The accounts on pages 15 to 34 were approved by the Board of Trustees and authorised for issue on 26 September 2023.

John R. Alexander

John Alexander
Trustee

Mitchell

Mairead Mitchell
Trustee

Co. Registration No. NI 029849

The notes on pages 20 to 34 form part of these accounts.

Company Balance sheet

	Notes	2023 £	2022 £
Fixed assets			
Tangible fixed assets	11	1,498,410	1,619,885
Investments	12	824,904	866,836
		<u>2,323,314</u>	<u>2,486,721</u>
Current assets			
Debtors	13	2,029,464	1,943,694
Cash at bank and in hand		1,744,901	1,384,322
		<u>3,774,365</u>	<u>3,328,016</u>
Liabilities			
Creditors: amounts falling due within one year	14	(1,551,842)	(1,338,793)
Net current assets		<u>2,222,524</u>	<u>1,989,223</u>
Total assets less current liabilities		4,545,837	4,475,944
Net assets		<u><u>4,545,837</u></u>	<u><u>4,475,944</u></u>
The funds of the charity			
Unrestricted funds	17	4,545,837	4,707,840
Restricted funds	17	-	(231,896)
Total funds		<u><u>4,545,837</u></u>	<u><u>4,475,944</u></u>

The accounts on pages 15 to 34 were approved by the Board of Trustees and authorised for issue on 26 September 2023.

John R. Alexander

John Alexander
Trustee

Mitchell

Mairead Mitchell
Trustee

Co. Registration No. NI 029849

The notes on pages 20 to 34 form part of these accounts.

Consolidated Statement of Cash Flows

	2023	2022
	£	£
Cash flows from operating activities:		
Net cash provided by operating activities (see below)	3,012,812	(124,351)
Cash flows from investing activities		
Dividends, interest and rents from investments	26,291	16,084
Proceeds from the sale of property, plant and equipment	12,191	13,315
Purchase of property, plant and equipment	(160,246)	(148,170)
Assets on Acquisition	(1,423,446)	-
(Purchase) / sale of investments	(34,886)	(14,559)
Net cash (used in) investment activities	<u>(1,580,096)</u>	<u>(133,330)</u>
Change in cash in the reporting period	<u>1,432,716</u>	<u>(257,681)</u>
Cash at the beginning of the reporting period	<u>2,954,056</u>	3,211,737
Cash at the end of the reporting period	<u>4,386,772</u>	<u>2,954,056</u>

Reconciliation of net income to net cash inflow from operating activities

	2023	2022
	£	£
Net income for the reporting period (as per the Consolidated Statement of financial activities)	2,668,425	686,608
Adjusted for:		
Depreciation charges	231,262	169,782
(Gains)/ losses on investments	77,115	(9,027)
Dividends, interest and rents from investments	(26,291)	(16,084)
(Decrease)/Increase in creditors	526,435	(182,129)
(Increase)/Decrease in debtors	(451,571)	(766,411)
(Profit)/Loss on disposal of Fixed Assets	(2,571)	-
Exchange difference on consolidation	(9,992)	(7,090)
Net cash provided by operating activities	<u>3,012,812</u>	<u>(124,351)</u>

Analysis of cash and cash equivalents

	31 March 2022	Cash Flow	31 March 2023
	£	£	£
Cash at bank and in hand	2,954,056	1,432,716	4,386,772
Total cash and cash equivalents	<u>2,954,056</u>	<u>1,432,716</u>	<u>4,386,722</u>

The notes on pages 20 to 34 form part of these accounts.

Notes to the accounts

1. Accounting policies

Basis of accounting

The accounts have been prepared under the historical cost convention and modified to include the revaluation of investments and in accordance with applicable accounting standards, the Companies Act 2006 and the Statement of Recommended Practice (“SORP”) 'Accounting and Reporting by Charities' (FRS 102) and in accordance with Financial Reporting Standard 102. A summary of the more important accounting policies, which have been applied consistently, is set out below.

Consolidation

The consolidated financial statements incorporate the financial statements of the company and its subsidiary undertakings as listed in note 12.

Public Benefit

Positive Futures: Achieving Dreams. Transforming Lives is a public benefit entity which is a company limited by guarantee, registered number NI29849. The company details are listed on page 2.

Funds

The charity receives various types of funding which require separate treatment. These are as follows:

- a) unrestricted funds: funds which may be expended at the discretion of the Trustees in furtherance of the objectives of the charity; and
- b) restricted funds: funds which are earmarked by the donor for specific purposes.

Designated funds

Designated funds relate to unrestricted incoming resources in the current and previous years, which are allocated to fund specific activities in future accounting periods.

Incoming resources

All income and grants of a revenue nature are credited to income in the period to which they relate. Income is only deferred when grants or income is received in advance of the year to which they relate.

Grants specifically for capital expenditure are credited to incoming resources in the period the capital expenditure is incurred. A designated fund is created in reserves, which is reduced over the expected useful lives of the related assets by equal annual instalments.

Other incoming resources are credited to income in the period to which they relate.

Funds received which have been earmarked by the donor for specific purposes are treated as restricted incoming resources.

Resources expended

Resources expended are analysed between restricted and unrestricted resources expended. The charity allocates resources expended into restricted and unrestricted elements on the basis of the direct and indirect costs associated with providing the service over the longer term. To ensure consistency, indirect costs are apportioned between funding sources on the basis of the cost allocation formulae determined at the establishment of the particular service.

Notes to the accounts (continued)

Going Concern

No material uncertainties related to events or conditions that may cast significant doubt about the ability of the company to continue as a going concern have been identified by the Trustees.

Pension scheme

The company operates a group personal pension plan. This defined contribution pension scheme is open to all staff. Employer's contributions vary as a % of pensionable earnings depending on the staff member's agreed terms and conditions. The assets of the scheme are held separately from those of the company in independently administered funds, and contributions are charged to the Statement of Financial Activities in the period to which they relate.

Operating leases

Costs in respect of operating leases are charged on a straight-line basis over the lease term.

Tangible fixed assets

Fixed assets are stated at their purchase cost, together with any incidental costs of acquisition. The company's policy is to capitalise individual fixed assets costing £300 or more.

Depreciation is calculated so as to write off the cost of tangible fixed assets (excluding land), less their estimated residual values, on a straight-line basis over the expected useful lives of the assets concerned. The principal annual rates used for this purpose are as follows:

	%
Buildings	4 - 25
Motor vehicles	25
Fixtures and fittings	25
Computer equipment	25
Plant and machinery	25-33

Debtors

Debtors are measured at their recoverable amounts.

Creditors and provisions for liabilities and charges

Creditors and provisions for liabilities and charges are measured at their settlement amount.

Judgements and estimates

In the process of applying the company's accounting policies, management has not made any significant judgements. There are no key assumptions concerning the future or other key sources of estimation, that have a significant risk of raising a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Investments

In accordance with the Statement of Recommended Practice, investments, other than those in subsidiary companies, are shown in the balance sheet at market value. Subsidiary companies are stated at cost.

Notes to the accounts (continued)

Foreign Currency

Transactions in a foreign currency are recorded at the rate ruling at the date of the transaction. Assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

2. Volunteers

Our volunteers are involved in a range of activities from administrative tasks through to supporting the people we support to have the life they want. The contribution made by our volunteers in Family Support and Shared Lives Services is critical to the successful delivery of these Services.

3. Investment income

	2023	2022
	£	£
Bank interest	3,860	(117)
Income from investments	<u>22,431</u>	<u>16,201</u>
	<u><u>26,291</u></u>	<u><u>16,084</u></u>

4. Other Income

	Group		Company	
	2023	2022	2023	2022
	£	£	£	£
Profit from disposal of fixed assets	<u>2,571</u>	<u>8,288</u>	<u>-</u>	<u>927</u>
	<u><u>2,571</u></u>	<u><u>8,288</u></u>	<u><u>-</u></u>	<u><u>927</u></u>

5. Incoming resources from charitable activities

Group	Restricted	Unrestricted	2023	Restricted	Unrestricted	2022
	£	£		£	£	
Health Board and Trust income	-	11,290,315	11,290,315	-	10,823,336	10,823,336
Supporting People income	2,485,901	-	2,485,901	1,962,933	-	1,962,933
Health Service Executive Grant	5,785,442	-	5,785,442	4,512,002	-	4,512,002
Income from service users	13,342	519,124	532,466	13,575	455,765	469,340
Other fees and grants	81,830	89,381	171,211	377,885	21,420	399,305
Consultancy income	-	-	-	-	103,432	103,432
Gifts and other income	-	35,381	35,381	-	17,801	17,801
	<u>8,366,515</u>	<u>11,934,201</u>	<u>20,300,716</u>	<u>6,866,395</u>	<u>11,421,754</u>	<u>18,288,149</u>

Notes to the accounts (continued)

5. Incoming resources from charitable activities (continued)

Company	Restricted £	Unrestricted £	2023 £	Restricted £	Unrestricted £	2022 £
Health Board and Trust income	-	11,290,315	11,290,315	-	10,823,336	10,823,336
Supporting People income	2,485,901	-	2,485,901	1,962,933	-	1,962,933
Income from service users	-	488,328	488,328	-	455,765	455,765
Other fees and grants	81,831	89,109	170,940	377,885	13,557	391,442
Gifts and other income	-	598,339	598,339	-	443,225	443,225
	<u>2,567,732</u>	<u>12,466,091</u>	<u>15,033,823</u>	<u>2,340,818</u>	<u>11,735,883</u>	<u>14,076,701</u>

6. Expenditure on charitable activities

The company allocates its costs between Restricted and Unrestricted expenditure as follows:

Group	Restricted £	Unrestricted £	2023 £	Restricted £	Unrestricted £	2022 £
Direct care staff costs	5,988,065	9,225,488	15,213,553	5,464,311	8,169,326	13,633,637
Head Office staff costs	405,538	1,287,979	1,693,517	429,989	1,533,314	1,963,303
Other staff costs	395,397	91,692	487,088	42,993	82,553	125,546
ICT costs	39,769	117,292	157,061	21,081	91,449	112,530
Travel, subsistence and volunteers' expenses	242,350	181,578	423,928	183,730	152,245	335,975
Training costs	110,162	8,153	118,315	117,983	45,662	163,645
Premises and insurance costs	290,606	309,836	600,442	219,281	268,228	487,509
Depreciation	70,393	153,771	224,164	35,131	130,783	165,914
Other support costs	809,174	23,884	833,058	564,431	68,501	632,932
	<u>8,351,454</u>	<u>11,399,673</u>	<u>19,751,127</u>	<u>7,078,930</u>	<u>10,542,061</u>	<u>17,620,991</u>

Company	Restricted £	Unrestricted £	2023 £	Restricted £	Unrestricted £	2022 £
Direct care staff costs	2,597,790	9,682,704	12,280,494	2,494,245	8,405,370	10,899,615
Head Office staff costs	33,583	1,348,609	1,382,192	37,878	1,577,636	1,615,514
Other staff costs	30,585	94,621	125,206	29,656	85,719	115,375
ICT costs	5,293	122,916	128,209	2,732	94,105	96,837
Travel, subsistence and volunteers' expenses	26,347	189,636	215,983	39,329	157,117	196,446
Training costs	80,607	7,022	87,629	84,368	49,330	133,698
Premises and insurance costs	80,693	327,204	407,897	72,236	277,023	349,259
Depreciation	2,582	160,942	163,524	3,966	134,584	138,550
Other support costs	92,772	29,200	121,972	82,671	75,658	158,329
	<u>2,950,252</u>	<u>11,962,854</u>	<u>14,913,106</u>	<u>2,847,081</u>	<u>10,856,542</u>	<u>13,703,623</u>

Direct care staff costs include the provision of personal care and housing support to the people we support.

Notes to the accounts (continued)

7. Employee information

The average weekly number of persons, including part time and relief staff employed by the group during the year was:

	Group		Company	
	2023 Number	2022 Number	2023 Number	2022 Number
By activity:				
Direct care activities	608	583	512	512
Administration and training	92	93	75	78
	<u>700</u>	<u>676</u>	<u>587</u>	<u>590</u>

	Group		Company	
	2023 £	2022 £	2023 £	2022 £
Staff costs (for the above persons)				
Wages and salaries	14,342,931	13,265,986	10,908,105	10,324,228
Social security costs	1,286,390	1,206,496	984,761	897,685
Pension costs	345,237	331,553	298,858	299,059
	<u>15,974,558</u>	<u>14,804,035</u>	<u>12,191,724</u>	<u>11,520,972</u>

Spend on agency workers amounted to £1,329,778 (2022: £871,425).

Pension contributions in the year for the provision of a defined contribution scheme amounted to £345,237 (2022: £331,553) and contributions due at the year-end amounted to £38 (2022: £154).

Additional 25 employees are employed by NAHVI which became part of the group on 1 September 2022.

During the year one employee, the Chief Executive of the group, received remuneration (excluding employer's pension contributions) of £110,107 (2022: £107,632).

One other employee (2022: one) received emoluments (excluding employer's pension contributions) between £80,000 and £90,000 during the year.

One employee (2022: one) received emoluments (excluding employer's pension contributions) between £70,000 and £80,000 during the year.

None of the Trustees received any remuneration during the year.

During the year the Director Team received remuneration (excluding employer's pension contributions) totalling £485,223 (2022: £371,995).

During the year no employees (2022: none) received a termination payment.

During the year, the costs for six employees (2022: four) were recharged to another Group Company, 2 of which relate to the new group entity NAHVI.

Notes to the accounts (continued)

8. Net incoming resources

	2023	2022
	£	£
Net income/(expenditure) is stated after charging/(crediting):		
Depreciation on tangible owned fixed assets	231,262	169,782
(Profit)/Loss on revaluation of investments	77,115	(9,027)
Interest (receivable)/payable	3,860	117
Auditors' remuneration - audit	33,543	18,600
Auditors' remuneration - other	7,872	19,481
(Profit)/Loss on disposal of tangible assets	2,571	(8,288)

9. Taxation

The group is exempt from taxation due to its charitable status as approved by the Inland Revenue and Revenue Commissioners. No tax is therefore payable on the surplus for the year £2,668,425 (2022: £686,608)

10. Auditors' remuneration

The auditors' remuneration of £41,415 (2022: £38,081) is split as follows:

	2023	2022
	£	£
Audit services - group	33,543	18,600
Payroll, Tax and other services	7,872	19,481
	<u>41,415</u>	<u>38,081</u>

Notes to the accounts (continued)

11. Tangible fixed assets

Group tangible fixed assets	Land & buildings £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Plant and Machinery £	Total £
Cost						
At 31 March 2022	2,370,296	275,322	238,737	326,209	6,017	3,216,581
Additions	1,420,370	59,867	79,308	20,044	-	1,579,589
Disposals	-	(25,100)	-	(53,410)	-	(78,510)
Exchange adjustments	11,281	4,502	2,339	433	-	18,555
At 31 March 2023	3,801,947	314,591	320,384	293,276	6,017	4,736,215
Depreciation						
At 31 March 2022	871,213	128,719	219,152	269,649	5,071	1,493,804
Charge for the year	119,230	65,782	10,669	35,228	353	231,262
Disposals	-	(18,079)	-	(50,453)	-	(68,532)
Exchange adjustments	2,371	1,129	695	204	-	4,399
At 31 March 2023	992,814	177,551	230,516	254,628	5,424	1,660,993
Net book values						
At 31 March 2023	2,809,133	137,040	89,868	38,648	593	3,075,282
At 31 March 2022	1,499,083	146,603	19,585	56,560	946	1,722,777
Company tangible fixed assets						
Company tangible fixed assets	Land & buildings £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Plant and Machinery £	Total £
Cost						
At 31 March 2022	2,334,936	151,832	213,413	286,706	1,412	2,988,299
Additions	1,028	24,439	1,001	18,538	-	45,006
Disposals	-	(8,250)	-	(53,410)	-	(61,660)
At 31 March 2023	2,335,964	168,021	214,414	251,834	1,412	2,971,645
Depreciation						
At 31 March 2022	835,852	91,676	203,305	237,115	466	1,368,414
Charge for the year	97,259	30,286	4,940	30,686	353	163,524
Disposals	-	(8,250)	-	(50,453)	-	(58,703)
At 31 March 2023	933,112	113,712	208,245	217,348	819	1,473,236
Net book values						
At 31 March 2023	1,402,852	54,309	6,169	34,486	593	1,498,410
At 31 March 2022	1,499,084	60,156	10,108	49,591	946	1,619,885

Notes to the accounts (continued)

12. Investments

	2023
	£
Investments at market value at 31 March 2022	866,836
Investment income reinvested	0
Purchase of investments	164,994
Disposal of Investments	(129,811)
Net gain on revaluation and realisation	(77,115)
Investments at market value at 31 March 2023	<u>824,904</u>

The historical cost of the investments is £889,483 (2022: £848,713).

Positive Futures has an investment policy which provides a framework for making investment decisions. These investments aim to provide a balance between capital growth and income generation over the medium to long term with a medium level of risk. Except as noted below the investments are in a mixture of liquid assets such as equities, fixed interest securities, alternative assets and cash within allocation ranges as set out in the investment policy. For ethical reasons no direct equity investment is made in Tobacco, Alcohol, Gambling, Armaments and industries involved in exploitation of Human Rights. The management of investments is done by an external discretionary Investment Manager appointed by the Trustees.

Investments are reflected on the Balance Sheet at market value at 31 March 2023. Since the year end the market value of the charity's investments has dropped due to various market factors. The charity holds investments for income and for long term gains.

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2023

Notes to the accounts (continued)

Positive Futures also exercises control over three subsidiary companies whose results are detailed below:

Name	Business	Registered Office	Shares held	Period end	Turnover in year	Profit/(loss) after tax	Net assets/(liabilities)
					(£)	(£)	(£)
Positive People (NI) C.I.C	Employment Agency	2b Park Drive Bangor County Down	None – limited by guarantee	31 March 2023	-	(84)	(32,192)
Registered Number NI623255							
Positive Futures: Achieving Dreams. Transforming Lives. CLG	Provision of Social Care Services	Nesta Business Centre Unit 4-5 Burton Hall Park Burton Hall Road Sandyford Business Park Dublin 18 D18 A094	None – limited by guarantee	31 March 2023	5,121,228	388,517	1,761,227
Registered Number 566738	Charity Registration number 20106348						
National Association of Housing for Visually Impaired (NAHVI) CLG	Provision of Social Care Services	56 Hazelwood Beaverstown Road, Donabate Co. Dublin K36 XR28	None – limited by guarantee	31 December 2022	1,311,959	189,030	2,209,899
Registered Number 317329	Charity Registration number CHY13759						

A business combination in respect of Positive Futures (Ireland) and NAHVI took place with effect from 1 September 2022. Positive Futures (Ireland) is the immediate controlling party of NAHVI and Positive Futures (Northern Ireland) is the ultimate controlling party. As the results of this, NAHVI have been consolidated into the Positive Futures Group financial statements.

Notes to the accounts (continued)

13. Debtors

	Group	Group	Company	Company
	2023	2022	2023	2022
	£	£	£	£
Amounts falling due within one year:				
Trade debtors	2,107,920	1,246,260	1,565,913	1,061,982
Other debtors	27,068	13,884	27,068	13,884
Prepayments and accrued income	400,210	823,483	344,544	704,951
Amounts owed by subsidiary undertakings	-	-	123,981	194,919
Provision for amounts owed by subsidiary undertakings	-	-	(32,042)	(32,042)
	<u>2,535,198</u>	<u>2,083,627</u>	<u>2,029,464</u>	<u>1,943,694</u>

14. Creditors: amounts falling due within one year

	Group	Group	Company	Company
	2023	2022	2023	2022
	£	£	£	£
Trade creditors	602,974	370,864	514,748	383,593
Other creditors	335,830	304,792	279,639	174,981
Accruals and deferred income	1,065,050	834,321	540,230	579,653
Other taxes and social security	301,410	268,852	217,225	200,566
	<u>2,305,264</u>	<u>1,778,829</u>	<u>1,551,842</u>	<u>1,338,793</u>

15. Deferred income

Included in accruals and deferred income is deferred income of £531,131 (2022: £504,673) for the Group, and £143,953 (2022: £269,233) for the Company. Deferred income comprises deferred grants and income for services to be provided after the year end.

	Group	Company
	£	£
Balance as at 31 March 2022	504,673	269,233
Amount released to incoming resources	(269,722)	(151,006)
Amount deferred in year	296,180	155,537
Balance as at 31 March 2023	<u>531,131</u>	<u>273,764</u>

Notes to the accounts (continued)

16. Exceptional item

Included in this year's figures are the exceptional item in relation to NAHVI which was brought into the Group on 1 September 2022. The breakdown of the exceptional item is as follows:

	NAHVI £
Fixed Assets	1,423,446
Current Assets	795,171
Current Liabilities	(120,289)
Net Assets	<u>2,098,328</u>
Unrestricted Funds	391,732
Restricted Funds	1,706,596
Total Funds	<u>2,098,328</u>

17. Analysis of net assets between funds

	At 31 March 2022	Income	Expenditure	Transfer s	At 31 March 2023
	£	£	£	£	£
Unrestricted funds					
Designated funds	2,168,229	-	-	104,006	2,272,235
Unrestricted funds NAHVI	-	429,324	-	(2,710)	426,614
General funds	<u>2,589,613</u>	<u>11,928,991</u>	<u>(11,476,788)</u>	<u>(718,422)</u>	<u>2,323,394</u>
Total unrestricted funds	<u>4,757,842</u>	<u>12,358,315</u>	<u>(11,476,788)</u>	<u>(617,126)</u>	<u>5,022,243</u>
Restricted funds					
Supporting People	-	2,079,078	(2,792,884)	713,806	-
Supporting People – Special Recognition Payment	-	1,754	(1,716)	(38)	-
Department of Health – Special Recognition Payment	-	80,077	(77,947)	(2,130)	-
Supporting People – Covid- 19 Emergency Funding	(231,896)	406,822	-	(174,926)	-
Big Lottery Fund Grant: Reaching Out: Supporting Families	-	-	(77,704)	77,704	-
HSE Grants	1,334,764	5,013,993	(4,702,976)	-	1,645,781
Other restricted funds	(12,243)	78,583	(6,113)	-	60,227
NAHVI	-	2,478,045	(692,114)	2,710	1,788,641
Total restricted funds	<u>1,090,625</u>	<u>10,138,352</u>	<u>(8,351,454)</u>	<u>617,126</u>	<u>3,494,649</u>
Total funds	<u>5,848,467</u>	<u>22,496,667</u>	<u>(19,888,242)</u>	<u>-</u>	<u>8,516,892</u>

Notes to the accounts (continued)

The charity's policy in respect of transfers between designated funds is set out in the Trustees' Report. The transfers affected in respect of the year ended 31 March 2023 are set out in detail in note 17.

The Supporting People restricted funds have arisen from funding received from the Supporting People programme. The programme funds a range of services which provide housing related support to vulnerable people to improve their quality of life and gain independence. The funds are restricted to be used on the agreed services and support tasks contained in the funding agreements. The Trustees have previously agreed to eliminate annually any deficit that arises in respect of that fund.

The Supporting People – Covid-19 Emergency Funding restricted fund arose from funding to cover exceptional costs associated with the Covid-19 pandemic. Claims submitted for funding were approved and paid in this financial year so this fund is no longer in place.

The Big Lottery Fund Grant: Reaching Out: Supporting Families restricted fund arises from funding received to fund a range of services for children with a learning disability (0 – 12 years old) and their families.

HSE grants are for the provision of care and support services in the Republic of Ireland.

Other restricted funds arise from grant funding received that is restricted for use in specific projects. The Trustees have agreed to make available reserves to eliminate any deficits that arise.

Notes to the accounts (continued)

18. Analysis of designated fund movement

The funds designated by the Board of Trustees in line with their policies as set out in the Trustees' Report:

	Balance at 31 March 2022	Retained surplus / (deficit) for the year	Transfers (from)/to funds	Balance at 31 March 2023
	£	£	£	£
Designated funds				
Under occupancy fund	65,000	-	-	65,000
Redundancy fund	65,000	-	-	65,000
Service development fund	50,000	-	-	50,000
Building repairs and maintenance fund	340,443	-	(7,336)	333,107
Organisational development Fund	40,000	-	-	40,000
Management development and training fund	55,000	-	(10,000)	45,000
Volunteer coordination fund	50,000	-	(50,000)	-
Replacement MV fund	50,000	-	-	50,000
User involvement / PCP	8,000	-	-	8,000
PR and fundraising	114,000	-	(70,000)	44,000
Replacement IT and F&F	40,000	-	-	40,000
Digital transformation	200,000	-	133,000	333,000
Behaviour support fund	52,000	-	-	52,000
Legal costs fund	50,000	-	-	50,000
Health and wellbeing Strategy	30,000	-	(2,500)	27,500
Corporate planning	7,500	-	-	7,500
Recruitment and retention Strategy	469,573	-	(213,573)	256,000
Capital grants fund	159,817	-	(9,401)	150,416
Covid-19 pandemic fund	50,000	-	(50,000)	-
Climate change fund	40,000	-	-	40,000
Covid-19 emergency funding	231,896	-	(231,896)	-
Family services fund	-	-	28,000	28,000
Agency staff usage fund	-	-	538,000	538,000
PF Republic of Ireland fund	-	-	49,712	49,712
Designated funds	2,168,229	-	104,006	2,272,235
Unrestricted funds NAHVI	-	429,234	(2,710)	426,614
General fund	2,589,613	452,203	(718,422)	2,323,394
Total unrestricted funds	4,757,842	881,527	(617,126)	5,022,243

In the year ended 31 March 2023 a transfer was made of £617,126 (2022: £510,989) from unrestricted funds. This was to eliminate a deficit in restricted funds, note 17.

Notes to the accounts (continued)

19. Operating leases

At 31 March 2023, the group had future minimum lease payment commitments under non-cancellable operating leases as follows:

Group	2023	2022
	£	£
Land and buildings expiring:		
In less than one year	106,965	72,426
Between two and five years	120,333	195,664
More than five years	-	7,526
	<u>227,298</u>	<u>275,616</u>

	2023	2022
	£	£
Motor vehicles expiring:		
In less than one year	5,559	12,822
Between two and five years	-	-
More than five years	-	-
	<u>5,559</u>	<u>12,822</u>

Lease payments recognised as expenses in the period were £98,825.

At 31 March 2023, the Company had future minimum lease payment commitments under non-cancellable operating leases as follows:

Company	2023	2022
	£	£
Land and buildings expiring:		
In less than one year	72,416	64,943
Between two and five years	107,356	173,216
More than five years	0	7,526
	<u>179,772</u>	<u>245,685</u>

Lease payments recognised as expenses in the period were £82,242.

Notes to the accounts (continued)

20. Contingent liabilities

A contingent liability exists to repay grants received, where certain conditions have not been fulfilled by the company. In the opinion of the Trustees, the terms of the letters of offer have been complied with and no liability is expected.

With the NAHVI company there is contingent liabilities in relation to Property Charges: In the event that the company should cease to use certain properties for the purpose which the grants were received, these grants could become repayable, in part or in whole. Also, there is a number of legal charges in place over the related properties as a result of the grants received.

21. Guarantors

The company is a company limited by guarantee and does not have share capital. The liability of guarantors is limited to £1 in the event of the company being wound up.

22. Control

The company is controlled by a Board of Trustees.

23. Analysis of payments to Trustees and Related Parties by the group

	2023	2022
	£	£
Payments to ARC Limited	2,255	1,100
Reimbursement of expenses to Trustees	360	-
Services received from NAHVI	951	2,072
Services provided to NAHVI	(153,971)	(103,587)

Expenses reimbursed to Trustees are for travel and subsistence. Trustees (2022: none) were reimbursed for £360 expenses during the year.

Agnes Lunny, Chief Executive of Positive Futures: Achieving Dreams. Transforming Lives. was also a Trustee of ARC Limited during the year, a charitable company which provided services to Positive Futures.

Fiona Keogh and John Alexander, Directors of Positive Futures, were also Directors of the National Association of Housing for Visually Impaired (NAHVI). Services provided to NAHVI and received from were done on an arm's length basis until 31 August 2022.

As of 1 September 2022, Positive Futures acquired the operations, assets and liabilities of the National Association for Visually Impaired (NAHVI) for nil consideration. Of the services provided to NAHVI £36,695 were services provided up to 31 August 2022 and the remainder services were provided after the change of control.

Except as disclosed above there were no other related party transactions during the year.

Positive Futures: Achieving Dreams. Transforming Lives

Northern Ireland - Charity number 101385

Annual report

**Positive Futures: Achieving Dreams.
Transforming Lives.**

**Annual report and consolidated financial statements for
the year ended 31 March 2023**

Registered No: NI 029849

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2023

Annual report

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Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2023

Trustees and advisers

Trustees

Miriam Somerville (Chair)
(retired 25 October 2022)
Carol Workman
Laurence Taggart
John Alexander (Chair)
Geraldine Cunningham
Mary Bryce (Vice Chair)
Austin Treacy
Mairead Mitchell
David Scoffield
Jim Gamble
Ian Edwards (Hon. Treasurer) (resigned 27
June 2023)
Stephen Cross
Peter Woodhead (appointed 25 October
2022)

Directors Team

Chief Executive
Group Director
Group Director
Finance Director
Interim HR Director
HR Director
Operations Director
Corporate Services Director

Agnes Lunny
Paul Roberts
Fiona McCabe (appointed 25 July 2022)
Liam Dorrian
Joanne Corcoran (11 September 2020 to 30 June 2022)
Christopher Perry (appointed 23 June 2022)
Frances Murphy
Joanne Corcoran

Secretary

Dawn Morrow

Auditors

ASM (B) Ltd
Chartered Accountants and Statutory Auditors
Glendinning House
6 Murray Street
Belfast
BT1 6DN

Solicitors

Worthington Solicitors
2 Court Street
Newtownards
BT23 7NX

J Blair Employment Law Solicitors
106 Malone Avenue
Belfast
BT9 6ES

Bankers

Danske Bank
Bloomfield Shopping Centre
South Circular Road
Bangor
BT19 7HB

Investment Advisors

Quilter Cheviot
Montgomery House
29-33 Montgomery Street
Belfast
BT1 4NX

Registered Office and Head Office

2b Park Drive
Bangor
BT20 4JZ

Registered name of Charity

Positive Futures: Achieving Dreams. Transforming Lives.
Registered with the Charity Commission for Northern Ireland: Charity Number: 101385
Company Number: NI 029849

Trustees' Report

The Trustees present their report and the audited accounts for the year ended 31 March 2023. The Trustees' Report also incorporates the requirements of a Strategic Report as required by legislation.

OBJECTIVES AND ACTIVITIES

Our charity's purposes, as set out in the objects contained in the Company's Memorandum and Articles of Association, are to:

- enable children and adults with a learning disability, acquired brain injury or autistic spectrum condition and their families and carers to take control of their lives;
- provide support to individuals enabling them to live full and valued lives within their local communities;
- promote the rights and equality of beneficiaries and in so doing advocate for changes that people need and want;
- pilot and provide a range of innovative care and support services which meet the identified needs of beneficiaries;
- educate and raise awareness among the public of issues pertaining to people with a learning disability, acquired brain injury or autistic spectrum condition; and
- such other exclusively charitable purposes according to the law of Northern Ireland, for the beneficiaries as the Trustees may from time to time decide.

The aims of our charity are to support children and adults with a learning disability, acquired brain injury or autistic spectrum condition to lead full and valued lives in their own communities.

Public benefit statement

The Trustees have had regard to the Charity Commission's statutory guidance on public benefit.

The direct benefits which flow from our purposes include:

- the promotion and improvement of individual health and well-being and family-life by providing person-centred support services which alleviate stress and suffering for families and individuals;
- the promotion and improvement of individual well-being and an independent active lifestyle within the community, improving feelings of individuality and self-worth;
- raising awareness of the issues affecting our beneficiaries to promote knowledge, understanding and to challenge disadvantage and discrimination thereby creating a more welcoming inclusive society; and
- the provision of more person-centred support services which will improve individual well-being, family life and feelings of community inclusion.

Who used and benefitted from our services?

At the end of March 2023, Positive Futures: Achieving Dreams. Transforming Lives. ("Positive Futures (NI)") provided direct support to 389 people (2022, 418 people). The decrease in the number of people supported was largely linked to the termination of short-term funded projects, namely the Better Together Project which ended in June 2022, and MACE, a time-limited programme linked to the Lakeland Family Support Service which ended in March 2023. The number of people supported through our supported living services and peripatetic services increased from 136 in 2022 to 142 in 2023. These are long term support arrangements which, in the main, support people with complex needs and require significant funding and staffing levels.

In addition to the 389 people directly supported, the families and carers of these individuals also benefitted indirectly from the support provided.

Trustees' Report (continued)

We provided the following services:

- **Adult services** – supported living and peripatetic housing support, residential short breaks, shared lives (adult placement) services, and day opportunities.
- **Children and young people's services** – children's residential service, autism outreach service, children and family support services, including the Brighter Futures Project.

Volunteers – Our volunteers in Northern Ireland are involved in a range of activities, from administrative tasks, through to supporting the people we support to have the life they want. The contribution made by our volunteers in family support and shared lives services is critical to the successful delivery of services.

Throughout the year we continued to benefit from the support of volunteers, although, the impact of the Covid-19 pandemic, means that the number of volunteer hours has reduced in comparison to pre-pandemic.

At the end of March 2023, Positive Futures: Achieving Dreams. Transforming Lives CLG ("Positive Futures (ROI)"), a subsidiary of Positive Futures (NI), and the National Association of Housing for Visually Impaired ("NAHVI") (which transferred into the group on 1 September 2022) supported 108 adults and children through a range of services. This is an increase of 32 on the previous year. The services delivered by Positive Futures ROI and NAHVI are as follows:

- **Adult services** – supported living, community support, day opportunities, residential and HomeShare / short break services.
- **Children and young people's services** – community support services and HomeShare / short break services.

In addition to the 108 people directly supported by Positive Futures ROI and NAHVI, the families and carers of these individuals also significantly benefitted from the support provided.

Our Corporate Aims

Our Corporate Aims for 2020-24 in both Positive Futures (NI) and the other group companies:

Recruitment and Retention

By 2024 we will have reduced vacancies to 5% of organisational size and be the 'preferred employer' ('employer of choice') in the sector as demonstrated by:

- attracting the best staff
- increasing staffing levels
- improving retention and staff engagement.

Efficiency and Effectiveness

By 2024 we will free up management time by a minimum of 10% through identifying and improving internal processes and systems and refocusing time on staff / team development.

Growth

By 2024 we will secure a range of accommodation options to support a minimum of 30 additional people.

Influence and Funding

By 2024 we will have:

- raised our profile by 10% as a leader in our field with our unique service offers.
- a voice in all relevant forums influencing the sector.

In addition to these four priority areas, we have confirmed our commitment to playing our part in tackling climate change. In 2023, we will agree an organisational position statement and associated action plan on climate change.

Owing to the continuing challenges linked to the Covid-19 pandemic and workforce pressures, we extended our corporate plan and annual business plan to run until March 2024. Our progress against our current Corporate

Trustees' Report (continued)

Plan is reviewed and reported on to Trustees on a quarterly basis (see section on future plans in relation to our next Corporate Plan).

Positive Futures (ROI) provided management and governance oversight to NAHVI since 2018, culminating in the membership transfer of NAHVI to Positive Futures (ROI) on 1 September 2022. NAHVI's strategic objectives are therefore aligned with Positive Futures' Corporate Aims for 2020-24.

Ensuring our work delivers our aims

Our governance framework comprises the values, culture, systems and processes by which Positive Futures (NI) and its subsidiaries are directed and controlled and the activities through which we are answerable to, and engage with, the people we support, funders, the public and other stakeholders. This enables us to monitor the achievement of our corporate objectives and to consider whether those objectives have led to the delivery of value-adding services.

To direct and guide the organisation's objectives and activities, Positive Futures (NI) and its subsidiaries have an over-arching corporate plan, from which annual business plans are developed. The Corporate Plan is a forward-looking document and the annual business plan links our operational activities to our Corporate Plan (currently extended to March 2024). Work is progressing to plan our next Corporate Plan, which will be implemented from April 2024 onwards.

Positive Futures (NI) and its subsidiaries have continued to develop and deliver our service offer to ensure that we appropriately meet the needs of the people we support. Our success in supporting people with complex needs and behaviours of concern is an area which is achieving ever-more recognition across both jurisdictions. This success is significantly contributed to by the development of our Positive Behaviour Support Team which not only focuses on providing training and guidance, but also providing hands-on support and coaching to our staff in the understanding and management of particular behaviours.

We review our business aims, objectives and activities each year to see what we have achieved and the outcomes of our work. We check the success of each key activity and the outcomes for the people we support, their families and carers. This helps us to ensure that what we are doing remains focused on our stated purposes and for the public benefit.

ACHIEVEMENTS AND PERFORMANCE

By March 2023, we achieved the following:

- **Recruitment and Retention**
 - Appointed a permanent HR Director and implemented a revised HR structure and model of support.
 - Progressed a review and update of our recruitment process from start to finish, implementing increased automation (further improvement work is in progress).
 - Updated our approach to recruitment marketing and improved approaches to promote job opportunities in Positive Futures (NI) and its subsidiaries.
 - Completed salary benchmarking to ensure our terms and conditions remain competitive and rolled out and implemented enhanced salary and benefits packages for Support Workers and Senior Support Workers.
 - Conducted a staff survey and piloted a staff engagement programme in specific services in Positive Futures (NI) and its subsidiaries to inform the development of an Engagement Strategy which is in progress.
 - Introduced the Westfield Health Cash Plan for all staff in Positive Futures (NI).
- **Efficiency and Effectiveness**
 - Progressed work to introduce iTrent (HR and payroll system) to Positive Futures (ROI) (further work in progress to support full roll out).
 - Updated and relaunched the Leadership Development Programme in Positive Futures (NI) and its subsidiaries.

Trustees' Report (continued)

- Piloted the DecisionTime online risk management system in one service (further piloting and full roll out to be progressed).
 - Fully implemented the DecisionTime system in terms of reviewing and reporting of corporate and business plan objectives.
 - Progressed the review and updating of all policies in Positive Futures (NI) and its subsidiaries.
 - Progressed elements of an overall Digital Transformation Strategy to move to 'digital by default' across Positive Futures (NI) and its subsidiaries, for example, changes to improve communication with staff, replacing manual processes with online processes, improved data reporting systems and introducing a new digital finance system (iplicit).
 - Piloted the Outcomes Star, an online system to record and report on the outcomes that people we support want to achieve in their lives in Positive Futures (ROI) and NAHVI
 - Completed an Annual Consultation Exercise (ACE) in Positive Futures (NI) and its subsidiaries. This included focus groups and increased opportunities for people with complex needs to be involved in the consultation.
 - All regulated services in Positive Futures (NI) were inspected by the Regulation Quality and Improvement Authority (RQIA) during the reporting period. The majority of services had no Quality Improvement Plans, with areas for improvement identified for only 2 services. In Positive Futures (ROI) and NAHVI, there were 4 Health Information and Quality Authority (HIQA) inspections during the reporting period. HIQA has a different model of regulation to RQIA and all HIQA inspections result in areas for improvements. All inspection improvement plans were completed by March 2023.
- **Growth**
 - As detailed above, Positive Futures (ROI) has, since 2018, been providing governance and management oversight to NAHVI. In response to a request from the NAHVI Board and following the completion of a detailed due diligence exercise, Positive Futures (ROI) took control of NAHVI by way of a transfer membership agreement on 1 September 2022.
 - On 1 October 2022, again following a due diligence exercise, Positive Futures (NI) established the Foyle Community Outreach Service, having assumed responsibility for two small services for people with a learning disability and hearing loss, previously delivered by the Royal National Institute for Deaf People (RNID).
- **Influence and funding**
 - Secured over circa £120,000 additional funding in grant requests (most significant grant was £100,000 Dormant Account Fund for Finance and HR digital systems).
 - Increased social media presence and engagement.
 - Represented Positive Futures (NI) on a number of key forums and networks which focus on services for people with a learning disability and autistic spectrum condition and their families across the island of Ireland. In addition, Positive Futures (NI) continues to be the "go-to" organisation for radio and television to comment on issues relevant to our work
 - Leading on ARC provider group lobbying regarding social care cost pressures and staffing crisis.

As can be seen above, NAHVI benefitted from a range of Positive Futures' organisational initiatives contained within the 2022-24 business plan, but also progressed specific activities, including progressing work to ensure it meets its regulatory and statutory obligations as an Approved Housing Body ahead of the statutory deadline for full registration with the Approved Housing Bodies Regulatory Authority in December 2025. Progress to date with this work has enabled NAHVI to prepare to apply for funding from the Capital Assistance Scheme to purchase a property for a person currently supported by Positive Futures (ROI).

Trustees' Report (continued)

FINANCIAL REVIEW

Positive Futures (NI) receives contract funding from a range of statutory organisations including all five Health and Social Care Trusts in Northern Ireland. Our supported living, peripatetic housing support and shared lives (adult placement) services also receive funding from the Northern Ireland Housing Executive Supporting People Programme. The subsidiary companies in the Republic of Ireland receive funding from the HSE for the provision of supported living, community support, day opportunities, residential and HomeShare services. In addition, we receive income from grants, foundations, charitable trusts, individuals and community fundraising activities to fund specific projects.

Details of the group and company results for the year including our income and related expenditure, balance sheet and the related notes can be found on pages 20 - 34.

As a group, income has increased to £20,329,429 (2022: £18,312,531). The growth has come from all 3 organisations in the group.

In Northern Ireland, we continue to operate in a challenging environment with increasing costs and continued pressure from funders to deliver efficiencies in the services we provide. However, during the year we have increased the number of people we support in supported living services and income has also increased by £912,885 to £15,060,114 (2022: 14,093,712).

As is the case for all social care providers in Northern Ireland, we continue to face significant challenges in the recruitment and retention of quality staff required for the delivery of high quality services. This resulted in continued, significant, spending on agency workers of £1,329,778 (2022: £871,425).

Following changes in the values of our investments, we recorded a loss of £77,115 (2022: gain £9,027). Investments are reflected on the Balance Sheet at market value at 31 March 2023. Since the year end the market value of the charity's investments has dropped due to various market factors. The charity holds investments for income and for long term gains.

While the Trustees are pleased to report a surplus across the group of £2,668,425 (2022: £686,608) we note this is also partly due to one off transactions related to this financial year.

Group turnover included Covid-19 funding received in respect of expenditure incurred in previous periods (£406,823) as well as NAHVI surplus following the change of control (£104,019). Group Surplus includes the value of NAHVI assets included upon change of control of £2,098,328.

The total group funds at 31 March 2023 were £8,516,892 (2022: £5,848,467). The total funds held for restricted purposes is £3,494,649 and of the unrestricted funds the Trustees have designated £2,222,523 details of this are shown in note 18.

The Trustees believe that despite the continuing challenging environment in Northern Ireland, the group remains in a good financial position.

The main financial risks the Trustees have identified are outlined in the Key Risks and Uncertainties section of this report.

KEY RISKS AND UNCERTAINTIES

Positive Futures' approach to risk management is guided by the Code of Good Governance and other professional best practice and takes full cognisance of the context and environment in which we operate. Our approach is not designed to eliminate all risk, rather to balance control, cost of control and appropriate risk taking. We have a risk management policy and procedure which clearly defines roles and responsibilities and details procedures for risk identification, monitoring, reporting and escalation of issues.

Trustees' Report (continued)

The Corporate Risk Register is overseen and managed by the Corporate Services Director and owned by all Directors. The Corporate Risk Register (CRR) is a standing item at each of the meetings of the Board of Trustees (in both Northern Ireland and the Republic of Ireland).

During the reporting period, the CRR has included the following high risks:

- NI: Covid-19 pandemic and staffing / workforce issues
- ROI: Covid-19 pandemic.

In both NI and ROI, the Covid-19 pandemic remained a high risk on the Corporate Risk Register for the majority of the reporting period however this risk was de-escalated to the Operations Department Risk Register in February 2023 (following changes in some health and social care restrictions and ongoing effectiveness of risk control measures).

In NI, the other significant risk relates to staffing and workforce issues. In September 2022, the seriousness of this risk and the impact on our NI services resulted in an escalation of the risk to a critical rating (i.e. the most significant rating within our Risk Management Policy). In response to this critical risk, a Critical Incident Management Team (CIMT) was established and a range of additional measures implemented to manage this critical risk. At the end of the reporting period (March 2023), the risk remained at a critical level, although there were improvements in overall staffing levels by this date.

The financial impact of the staffing issues and risk means we are budgeting for a financial deficit in NI for 2023/24. Following previous years of good financial management, the Trustees are confident that both the cash reserves held and the liquidity of our investments ensures we have adequate resources to meet the ongoing day to day operational needs of the organisation. Therefore the Trustees believe there is no issue in relation to the going concern status of the organisation.

To eliminate this budget deficit the leadership team continues to engage with the Department of Health and HSCs to ensure our funding levels enable us to pay a rate of pay so we can recruit and retain both the quantity and quality of social care staff required to meet people's needs.

As part of our approach to risk management, we have introduced an electronic risk, performance and meeting management system (DecisionTime, funded by the Supporting People Programme – Provider Innovation Fund). Rollout of this tool has been delayed (linked to challenges within operations to free managers up to work on the rollout) however a successful pilot has been completed in one of our supported living services which is now using the tool for the Service Risk Register. In 2023, training (including a session for Trustees) and roll out work to other services will be progressed.

PLANS FOR FUTURE PERIODS

Our Corporate Plan 2020-24 sets out our corporate objectives for Positive Futures (NI) and its subsidiaries which inform each of our annual business plans (see earlier section for the detail of the four current priority areas of our Corporate Plan until March 2024).

We are starting to plan for the development of our next Corporate Plan (which will run from April 2024). This will be an all-Ireland plan covering all Group entities.

Trustees' Report (continued)

STRUCTURE, GOVERNANCE AND MANAGEMENT

Positive Futures (NI) was first established on 2 October 1995 and was initially called United Response NI. We changed our name to Positive Futures in 2002 and have a Memorandum of Association which established our objects and powers and we are governed under its Articles of Association. We are a company limited by guarantee (CRN NI 29849) and are a registered charity with the Inland Revenue (charity number XR28291) and the Charity Commission NI (CCNI 101385). The address of the company's registered office, which is also its principal address, is given on page 2.

The charity is managed by a Directors' Team, headed by the Chief Executive, which operates within the authorities as delegated by the Trustees and detailed in the Delegated Authorities Policy. The governing body is the Board of Trustees whose members are also directors for the purposes of company law. Members of the Board of Trustees are elected by other Trustees and have responsibility for ensuring that the charity is performing well, is solvent and complies with all its obligations. The Directors' Team reports to and attends Board and Sub Committee Meetings.

The Board is comprised of a Chair, Vice-Chair, Honorary Treasurer and Trustees with skills in HR, Law, Safeguarding, Education, Learning Disability Services, Finance and lived experience. At the end of March 2023 there were 12 Board members. Members of the Directors' Team and the Board of Trustees are listed on page 2.

The Trustees have put in place a formal risk management framework for the charity to identify the major risks that the charity faces and establish systems to manage and mitigate those risks.

Members of the Board of Trustees receive no remuneration. Where claimed, expenses are reimbursed.

New Trustees are invited to meet with the Chair and the Chief Executive and are provided with an induction which includes clarification of roles, responsibilities and expectations of Trustees. The charity has a "Trustees Contact with Services Policy" which details the relationship between Trustees and the wider organisation and the expectation that Trustees will meet and spend time with staff and the people we support, however this is yet to be fully reinstated following the pandemic. Throughout this financial year, Trustees have returned to face to face Board meetings, although Committee Meetings remain virtual.

The arrangements for setting the pay and remuneration for the charity's Chief Executive and Group Director lie with the Remuneration Committee of the Board of Trustees; this comprises three Trustees, one of whom is the Chair. In determining pay levels, the Committee benchmarks with equivalent market rates of pay, terms and conditions.

Subsidiaries

Positive Futures (NI) is the parent company of three subsidiary companies: Positive People (NI) C.I.C., Positive Futures: Achieving Dreams. Transforming Lives. CLG (Positive Futures (ROI)), and National Association of Housing for Visually Impaired Company CLG. The details of these subsidiaries are provided in note 12 in the accounts.

The Trustees of Positive Futures (NI) are responsible for the Group's overall strategic direction.

Governance Review

Board performance in both Positive Futures (NI) and Positive Futures (ROI) was reviewed in the summer. This included individual reviews with each Board member as well as a review of the Chief Executive's performance.

The Code of Good Governance (NI) and Charities Governance Code (ROI) sets out the principles and key elements of good governance for the Boards to follow.

Trustees' Report (continued)

Following the membership transfer of NAHVI to Positive Futures (ROI) on 1 September 2022, four Trustees resigned from the NAHVI Board, with three Trustees continuing in their role. Anthony Walsh and Karen Charnley joined the Board in August 2022 and December 2022 respectively, bringing skills and knowledge to the Board in the fields of finance, business and housing. Fiona Keogh, Trustee since Positive Futures (ROI) began providing governance oversight to NAHVI in 2018, assumed the role of Chairperson in December 2022. An audit of the skills, knowledge and experience of the Board will be carried out in September 2023, and we will recruit to the Board as any skills gaps are identified.

REFERENCE AND ADMINISTRATIVE DETAILS

The details of the charity, Trustees, Chief Executive and Directors Team to whom the Trustees delegate day to day management of the charity, together with other relevant professional organisations who provide services and advice to the charity are listed on page 2.

Statement of recommended practice

The accounts have been prepared in accordance with applicable accounting standards, the Companies Act 2006 and the Statement of Recommended Practice ("SORP") 'Accounting and Reporting by Charities (FRS 102)' and in accordance with Financial Reporting Standard 102.

Trustees' responsibilities

The Trustees are required by company law to prepare accounts for each financial year that give a true and fair view of the state of affairs of the company as at the end of the financial year and of the surplus or deficit of the company for that year.

The Trustees confirm that suitable accounting policies have been used, and these have been applied consistently, and reasonable and prudent judgements and estimates have been made in the preparation of the accounts for the year ended 31 March 2023. The Trustees also confirm that applicable accounting standards have been followed and that the accounts have been prepared on the going concern basis.

The Trustees are responsible for keeping proper accounting records, for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Internal financial controls

The Board of Trustees has overall responsibility for ensuring that the company has in place an appropriate system of internal controls, financial and otherwise, to provide reasonable assurance that:

- the company is operating efficiently and effectively;
- its assets are safeguarded against unauthorised use or disposition;
- proper records are maintained, and financial information used within the company or for publication is reliable; and
- the company complies with relevant laws and regulations.

The company's systems of financial control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss.

Statement of disclosure to auditors

The Trustees confirm that:

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

Trustees' Report (continued)

Employee involvement, equal opportunities and disabled employees

Since its inception, Positive Futures has had an Equal Opportunities Policy in place which is reviewed and updated as necessary. This Policy makes particular reference to the equality and fair treatment which the organisation promotes in relation to people with a disability which covers the recruitment, training, support and ongoing development of people with disabilities.

In addition, as an organisation which focusses on support to people with disabilities, we are committed to ensuring that all our practices, on a daily basis, reflect the letter and spirit of this Policy.

In 2006, Positive Futures (NI) established a Joint Consultative Committee (JCC), comprising representatives from all our service locations. In 2019, a JCC was also established in Positive Futures (ROI) and, in April 2023, an Employee Engagement Forum was established in NAHVI. The Employee Engagement Forum covers the same broad areas as the JCC, however, given the size of NAHVI, it includes all staff as opposed to having service reps. The purpose of these groups is to help staff to shape and inform the organisation's development and decision making through a process of consultation, discussion and agreement with Directors, as well as to be consulted on key organisational issues. This has proven to be a very useful forum which reports annually to the Board of Trustees. Through these groups, we also provide employees with key organisational information including information on the financial, economic, health and safety and policy context within which the organisation operates.

Auditors

A resolution to re-appoint the auditors, ASM (B) Ltd, will be submitted at the Annual General Meeting.

The Trustees' Report and the Strategic Report contained therein were approved by the Board of Trustees on 26 September 2023

John R. Alexander

John Alexander
Chair

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives.

Opinion

We have audited the financial statements of Positive Futures: Achieving Dreams. Transforming Lives (the 'parent company') and its subsidiaries (the 'Group') for the year ended 31 March 2023 which comprise: the consolidated and company statements of financial activities; the consolidated and company balance sheets; the consolidated statement of cash flows; and the related notes. 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 of the parent company's affairs as at 31 March 2023 and of the Group's and the parent company's incoming resources and application of resources, including the Group's and the parent company's 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 and Ireland) (ISAs) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom and Ireland, including the Financial Reporting Council'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

We have nothing to report in respect of the following matters in relation to which the ISAs require us to report to you where:

- the use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Group's or the parent company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Respective responsibilities of Trustees and auditors

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

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives. (continued)

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Group Trustees' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Group Trustees' Report, including the Strategic Report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' 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 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.

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives. (continued)

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 considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: timing of recognition of income; and posting of unusual journals along with complex transactions. We discussed these risks with client management, designed audit procedures to test the timing of income, tested a sample of journals to confirm they were appropriate and reviewed areas of judgement for indicators of management bias to address these risks.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an Auditors' 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 charity and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Christine Hagan (Senior Statutory Auditor)

for and on behalf of

ASM (B) Ltd

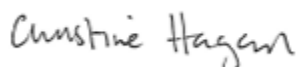
Chartered Accountants & Statutory Auditors

Glendinning House

6 Murray Street

Belfast

BT1 6DN



26 September 2023

ASM (B) Ltd are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

Consolidated Statement of financial activities
(incorporating the Consolidated Income and Expenditure Account)

	Notes	Restricted £	Unrestricted £	2023 £	2022 £
Income and endowments from:					
Investments	3	-	26,291	26,291	16,084
Charitable activities	5	8,366,515	11,934,201	20,300,716	18,288,149
Other Income	4	-	2,571	2,571	8,288
Total income and endowments		<u>8,366,515</u>	<u>11,963,063</u>	<u>20,329,578</u>	<u>18,312,521</u>
Expenditure on:					
Charitable activities	6	<u>(8,351,454)</u>	<u>(11,399,673)</u>	<u>(19,751,127)</u>	<u>(17,620,991)</u>
Total expenditure		<u>(8,351,454)</u>	<u>(11,399,673)</u>	<u>(19,751,127)</u>	<u>(17,620,991)</u>
Net gains/(losses) on investments	12	-	(77,115)	(77,115)	9,027
Net income/(expenditure)		<u>15,061</u>	<u>486,275</u>	<u>501,336</u>	<u>700,557</u>
Other recognised gains / (losses)					
Unrealised foreign exchange gain/(loss)		65,241	3,520	68,761	(13,949)
Exceptional item	16	1,706,596	391,732	2,098,328	-
Transfers					
Transfers between funds	17	617,126	(617,126)	-	-
Net movement in funds		<u>2,404,024</u>	<u>264,401</u>	<u>2,668,425</u>	<u>686,608</u>
Reconciliation of funds:					
Total funds brought forward	17	<u>1,090,625</u>	<u>4,757,842</u>	<u>5,848,467</u>	<u>5,161,859</u>
Total funds carried forward	17	<u><u>3,494,649</u></u>	<u><u>5,022,243</u></u>	<u><u>8,516,892</u></u>	<u><u>5,848,467</u></u>

All amounts above relate to continuing operations of the group.

The notes on pages 20 to 34 form part of these accounts.

Company Statement of financial activities
(incorporating the Income and Expenditure Account)

	Notes	Restricted £	Unrestricted £	2023 £	2022 £
Income and endowments from:					
Investments	3	-	26,291	26,291	16,084
Charitable activities	5	2,567,732	12,466,091	15,033,823	14,076,701
Other Income	4	-	-	-	927
Total income and endowments		<u>2,567,732</u>	<u>12,492,382</u>	<u>15,060,114</u>	<u>14,093,712</u>
Expenditure on:					
Charitable activities	6	<u>(2,950,252)</u>	<u>(11,962,854)</u>	<u>(14,913,106)</u>	<u>(13,703,623)</u>
Total expenditure		<u>(2,950,252)</u>	<u>(11,962,854)</u>	<u>(14,913,106)</u>	<u>(13,703,623)</u>
Net gains/(losses) on investments	12	-	(77,115)	(77,115)	9,027
Net income/(expenditure)		(382,520)	452,413	69,893	399,115
Other recognised gains					
Transfers					
Transfers between funds	17	614,126	(614,126)	-	-
Net movement in funds		<u>231,896</u>	<u>(162,003)</u>	<u>69,893</u>	<u>399,115</u>
Reconciliation of funds:					
Total funds brought forward		<u>(231,896)</u>	<u>4,707,840</u>	<u>4,475,944</u>	<u>4,076,829</u>
Total funds carried forward		<u>-</u>	<u>4,545,837</u>	<u>4,545,837</u>	<u>4,475,944</u>

All amounts above relate to continuing operations of the company.

The notes on pages 20 to 34 form part of these accounts.

Consolidated Balance sheet

	Notes	2023 £	2022 £
Fixed assets			
Tangible fixed assets	11	3,075,282	1,722,777
Investments	12	<u>824,904</u>	<u>866,836</u>
		<u>3,900,186</u>	<u>2,589,613</u>
Current assets			
Debtors	13	2,535,198	2,083,627
Cash at bank and in hand		<u>4,386,772</u>	<u>2,954,056</u>
		<u>6,921,970</u>	<u>5,037,683</u>
Liabilities			
Creditors: amounts falling due within one year	14	<u>(2,305,264)</u>	<u>(1,778,829)</u>
Net current assets			
		<u>4,616,706</u>	<u>3,258,854</u>
Total assets less current liabilities			
		<u>8,516,892</u>	<u>5,848,467</u>
Net assets			
		<u>8,516,892</u>	<u>5,848,467</u>
The funds of the charity			
Unrestricted funds	17	5,022,243	4,757,842
Restricted funds	17	<u>3,494,649</u>	<u>1,090,625</u>
Total funds		<u>8,516,892</u>	<u>5,848,467</u>

The accounts on pages 15 to 34 were approved by the Board of Trustees and authorised for issue on 26 September 2023.

John R. Alexander

John Alexander
Trustee

Mitchell

Mairead Mitchell
Trustee

Co. Registration No. NI 029849

The notes on pages 20 to 34 form part of these accounts.

Company Balance sheet

	Notes	2023 £	2022 £
Fixed assets			
Tangible fixed assets	11	1,498,410	1,619,885
Investments	12	824,904	866,836
		<u>2,323,314</u>	<u>2,486,721</u>
Current assets			
Debtors	13	2,029,464	1,943,694
Cash at bank and in hand		1,744,901	1,384,322
		<u>3,774,365</u>	<u>3,328,016</u>
Liabilities			
Creditors: amounts falling due within one year	14	(1,551,842)	(1,338,793)
Net current assets		<u>2,222,524</u>	<u>1,989,223</u>
Total assets less current liabilities		4,545,837	4,475,944
Net assets		<u><u>4,545,837</u></u>	<u><u>4,475,944</u></u>
The funds of the charity			
Unrestricted funds	17	4,545,837	4,707,840
Restricted funds	17	-	(231,896)
Total funds		<u><u>4,545,837</u></u>	<u><u>4,475,944</u></u>

The accounts on pages 15 to 34 were approved by the Board of Trustees and authorised for issue on 26 September 2023.

John R. Alexander

John Alexander
Trustee

Mitchell

Mairead Mitchell
Trustee

Co. Registration No. NI 029849

The notes on pages 20 to 34 form part of these accounts.

Consolidated Statement of Cash Flows

	2023	2022
	£	£
Cash flows from operating activities:		
Net cash provided by operating activities (see below)	3,012,812	(124,351)
Cash flows from investing activities		
Dividends, interest and rents from investments	26,291	16,084
Proceeds from the sale of property, plant and equipment	12,191	13,315
Purchase of property, plant and equipment	(160,246)	(148,170)
Assets on Acquisition	(1,423,446)	-
(Purchase) / sale of investments	(34,886)	(14,559)
Net cash (used in) investment activities	<u>(1,580,096)</u>	<u>(133,330)</u>
Change in cash in the reporting period	<u>1,432,716</u>	<u>(257,681)</u>
Cash at the beginning of the reporting period	<u>2,954,056</u>	<u>3,211,737</u>
Cash at the end of the reporting period	<u>4,386,772</u>	<u>2,954,056</u>

Reconciliation of net income to net cash inflow from operating activities

	2023	2022
	£	£
Net income for the reporting period (as per the Consolidated Statement of financial activities)	2,668,425	686,608
Adjusted for:		
Depreciation charges	231,262	169,782
(Gains)/ losses on investments	77,115	(9,027)
Dividends, interest and rents from investments	(26,291)	(16,084)
(Decrease)/Increase in creditors	526,435	(182,129)
(Increase)/Decrease in debtors	(451,571)	(766,411)
(Profit)/Loss on disposal of Fixed Assets	(2,571)	-
Exchange difference on consolidation	(9,992)	(7,090)
Net cash provided by operating activities	<u>3,012,812</u>	<u>(124,351)</u>

Analysis of cash and cash equivalents

	31 March 2022	Cash Flow	31 March 2023
	£	£	£
Cash at bank and in hand	2,954,056	1,432,716	4,386,772
Total cash and cash equivalents	<u>2,954,056</u>	<u>1,432,716</u>	<u>4,386,722</u>

The notes on pages 20 to 34 form part of these accounts.

Notes to the accounts

1. Accounting policies

Basis of accounting

The accounts have been prepared under the historical cost convention and modified to include the revaluation of investments and in accordance with applicable accounting standards, the Companies Act 2006 and the Statement of Recommended Practice (“SORP”) 'Accounting and Reporting by Charities' (FRS 102) and in accordance with Financial Reporting Standard 102. A summary of the more important accounting policies, which have been applied consistently, is set out below.

Consolidation

The consolidated financial statements incorporate the financial statements of the company and its subsidiary undertakings as listed in note 12.

Public Benefit

Positive Futures: Achieving Dreams. Transforming Lives is a public benefit entity which is a company limited by guarantee, registered number NI29849. The company details are listed on page 2.

Funds

The charity receives various types of funding which require separate treatment. These are as follows:

- a) unrestricted funds: funds which may be expended at the discretion of the Trustees in furtherance of the objectives of the charity; and
- b) restricted funds: funds which are earmarked by the donor for specific purposes.

Designated funds

Designated funds relate to unrestricted incoming resources in the current and previous years, which are allocated to fund specific activities in future accounting periods.

Incoming resources

All income and grants of a revenue nature are credited to income in the period to which they relate. Income is only deferred when grants or income is received in advance of the year to which they relate.

Grants specifically for capital expenditure are credited to incoming resources in the period the capital expenditure is incurred. A designated fund is created in reserves, which is reduced over the expected useful lives of the related assets by equal annual instalments.

Other incoming resources are credited to income in the period to which they relate.

Funds received which have been earmarked by the donor for specific purposes are treated as restricted incoming resources.

Resources expended

Resources expended are analysed between restricted and unrestricted resources expended. The charity allocates resources expended into restricted and unrestricted elements on the basis of the direct and indirect costs associated with providing the service over the longer term. To ensure consistency, indirect costs are apportioned between funding sources on the basis of the cost allocation formulae determined at the establishment of the particular service.

Notes to the accounts (continued)

Going Concern

No material uncertainties related to events or conditions that may cast significant doubt about the ability of the company to continue as a going concern have been identified by the Trustees.

Pension scheme

The company operates a group personal pension plan. This defined contribution pension scheme is open to all staff. Employer's contributions vary as a % of pensionable earnings depending on the staff member's agreed terms and conditions. The assets of the scheme are held separately from those of the company in independently administered funds, and contributions are charged to the Statement of Financial Activities in the period to which they relate.

Operating leases

Costs in respect of operating leases are charged on a straight-line basis over the lease term.

Tangible fixed assets

Fixed assets are stated at their purchase cost, together with any incidental costs of acquisition. The company's policy is to capitalise individual fixed assets costing £300 or more.

Depreciation is calculated so as to write off the cost of tangible fixed assets (excluding land), less their estimated residual values, on a straight-line basis over the expected useful lives of the assets concerned. The principal annual rates used for this purpose are as follows:

	%
Buildings	4 - 25
Motor vehicles	25
Fixtures and fittings	25
Computer equipment	25
Plant and machinery	25-33

Debtors

Debtors are measured at their recoverable amounts.

Creditors and provisions for liabilities and charges

Creditors and provisions for liabilities and charges are measured at their settlement amount.

Judgements and estimates

In the process of applying the company's accounting policies, management has not made any significant judgements. There are no key assumptions concerning the future or other key sources of estimation, that have a significant risk of raising a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Investments

In accordance with the Statement of Recommended Practice, investments, other than those in subsidiary companies, are shown in the balance sheet at market value. Subsidiary companies are stated at cost.

Notes to the accounts (continued)

Foreign Currency

Transactions in a foreign currency are recorded at the rate ruling at the date of the transaction. Assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

2. Volunteers

Our volunteers are involved in a range of activities from administrative tasks through to supporting the people we support to have the life they want. The contribution made by our volunteers in Family Support and Shared Lives Services is critical to the successful delivery of these Services.

3. Investment income

	2023	2022
	£	£
Bank interest	3,860	(117)
Income from investments	<u>22,431</u>	<u>16,201</u>
	<u><u>26,291</u></u>	<u><u>16,084</u></u>

4. Other Income

	Group		Company	
	2023	2022	2023	2022
	£	£	£	£
Profit from disposal of fixed assets	<u>2,571</u>	<u>8,288</u>	<u>-</u>	<u>927</u>
	<u><u>2,571</u></u>	<u><u>8,288</u></u>	<u><u>-</u></u>	<u><u>927</u></u>

5. Incoming resources from charitable activities

Group	Restricted	Unrestricted	2023	Restricted	Unrestricted	2022
	£	£		£	£	
Health Board and Trust income	-	11,290,315	11,290,315	-	10,823,336	10,823,336
Supporting People income	2,485,901	-	2,485,901	1,962,933	-	1,962,933
Health Service Executive Grant	5,785,442	-	5,785,442	4,512,002	-	4,512,002
Income from service users	13,342	519,124	532,466	13,575	455,765	469,340
Other fees and grants	81,830	89,381	171,211	377,885	21,420	399,305
Consultancy income	-	-	-	-	103,432	103,432
Gifts and other income	-	35,381	35,381	-	17,801	17,801
	<u>8,366,515</u>	<u>11,934,201</u>	<u>20,300,716</u>	<u>6,866,395</u>	<u>11,421,754</u>	<u>18,288,149</u>

Notes to the accounts (continued)

5. Incoming resources from charitable activities (continued)

Company	Restricted £	Unrestricted £	2023 £	Restricted £	Unrestricted £	2022 £
Health Board and Trust income	-	11,290,315	11,290,315	-	10,823,336	10,823,336
Supporting People income	2,485,901	-	2,485,901	1,962,933	-	1,962,933
Income from service users	-	488,328	488,328	-	455,765	455,765
Other fees and grants	81,831	89,109	170,940	377,885	13,557	391,442
Gifts and other income	-	598,339	598,339	-	443,225	443,225
	<u>2,567,732</u>	<u>12,466,091</u>	<u>15,033,823</u>	<u>2,340,818</u>	<u>11,735,883</u>	<u>14,076,701</u>

6. Expenditure on charitable activities

The company allocates its costs between Restricted and Unrestricted expenditure as follows:

Group	Restricted £	Unrestricted £	2023 £	Restricted £	Unrestricted £	2022 £
Direct care staff costs	5,988,065	9,225,488	15,213,553	5,464,311	8,169,326	13,633,637
Head Office staff costs	405,538	1,287,979	1,693,517	429,989	1,533,314	1,963,303
Other staff costs	395,397	91,692	487,088	42,993	82,553	125,546
ICT costs	39,769	117,292	157,061	21,081	91,449	112,530
Travel, subsistence and volunteers' expenses	242,350	181,578	423,928	183,730	152,245	335,975
Training costs	110,162	8,153	118,315	117,983	45,662	163,645
Premises and insurance costs	290,606	309,836	600,442	219,281	268,228	487,509
Depreciation	70,393	153,771	224,164	35,131	130,783	165,914
Other support costs	809,174	23,884	833,058	564,431	68,501	632,932
	<u>8,351,454</u>	<u>11,399,673</u>	<u>19,751,127</u>	<u>7,078,930</u>	<u>10,542,061</u>	<u>17,620,991</u>

Company	Restricted £	Unrestricted £	2023 £	Restricted £	Unrestricted £	2022 £
Direct care staff costs	2,597,790	9,682,704	12,280,494	2,494,245	8,405,370	10,899,615
Head Office staff costs	33,583	1,348,609	1,382,192	37,878	1,577,636	1,615,514
Other staff costs	30,585	94,621	125,206	29,656	85,719	115,375
ICT costs	5,293	122,916	128,209	2,732	94,105	96,837
Travel, subsistence and volunteers' expenses	26,347	189,636	215,983	39,329	157,117	196,446
Training costs	80,607	7,022	87,629	84,368	49,330	133,698
Premises and insurance costs	80,693	327,204	407,897	72,236	277,023	349,259
Depreciation	2,582	160,942	163,524	3,966	134,584	138,550
Other support costs	92,772	29,200	121,972	82,671	75,658	158,329
	<u>2,950,252</u>	<u>11,962,854</u>	<u>14,913,106</u>	<u>2,847,081</u>	<u>10,856,542</u>	<u>13,703,623</u>

Direct care staff costs include the provision of personal care and housing support to the people we support.

Notes to the accounts (continued)

7. Employee information

The average weekly number of persons, including part time and relief staff employed by the group during the year was:

	Group		Company	
	2023 Number	2022 Number	2023 Number	2022 Number
By activity:				
Direct care activities	608	583	512	512
Administration and training	92	93	75	78
	<u>700</u>	<u>676</u>	<u>587</u>	<u>590</u>

	Group		Company	
	2023 £	2022 £	2023 £	2022 £
Staff costs (for the above persons)				
Wages and salaries	14,342,931	13,265,986	10,908,105	10,324,228
Social security costs	1,286,390	1,206,496	984,761	897,685
Pension costs	345,237	331,553	298,858	299,059
	<u>15,974,558</u>	<u>14,804,035</u>	<u>12,191,724</u>	<u>11,520,972</u>

Spend on agency workers amounted to £1,329,778 (2022: £871,425).

Pension contributions in the year for the provision of a defined contribution scheme amounted to £345,237 (2022: £331,553) and contributions due at the year-end amounted to £38 (2022: £154).

Additional 25 employees are employed by NAHVI which became part of the group on 1 September 2022.

During the year one employee, the Chief Executive of the group, received remuneration (excluding employer's pension contributions) of £110,107 (2022: £107,632).

One other employee (2022: one) received emoluments (excluding employer's pension contributions) between £80,000 and £90,000 during the year.

One employee (2022: one) received emoluments (excluding employer's pension contributions) between £70,000 and £80,000 during the year.

None of the Trustees received any remuneration during the year.

During the year the Director Team received remuneration (excluding employer's pension contributions) totalling £485,223 (2022: £371,995).

During the year no employees (2022: none) received a termination payment.

During the year, the costs for six employees (2022: four) were recharged to another Group Company, 2 of which relate to the new group entity NAHVI.

Notes to the accounts (continued)

8. Net incoming resources

	2023	2022
	£	£
Net income/(expenditure) is stated after charging/(crediting):		
Depreciation on tangible owned fixed assets	231,262	169,782
(Profit)/Loss on revaluation of investments	77,115	(9,027)
Interest (receivable)/payable	3,860	117
Auditors' remuneration - audit	33,543	18,600
Auditors' remuneration - other	7,872	19,481
(Profit)/Loss on disposal of tangible assets	2,571	(8,288)

9. Taxation

The group is exempt from taxation due to its charitable status as approved by the Inland Revenue and Revenue Commissioners. No tax is therefore payable on the surplus for the year £2,668,425 (2022: £686,608)

10. Auditors' remuneration

The auditors' remuneration of £41,415 (2022: £38,081) is split as follows:

	2023	2022
	£	£
Audit services - group	33,543	18,600
Payroll, Tax and other services	7,872	19,481
	<u>41,415</u>	<u>38,081</u>

Notes to the accounts (continued)

11. Tangible fixed assets

Group tangible fixed assets	Land & buildings £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Plant and Machinery £	Total £
Cost						
At 31 March 2022	2,370,296	275,322	238,737	326,209	6,017	3,216,581
Additions	1,420,370	59,867	79,308	20,044	-	1,579,589
Disposals	-	(25,100)	-	(53,410)	-	(78,510)
Exchange adjustments	11,281	4,502	2,339	433	-	18,555
At 31 March 2023	3,801,947	314,591	320,384	293,276	6,017	4,736,215
Depreciation						
At 31 March 2022	871,213	128,719	219,152	269,649	5,071	1,493,804
Charge for the year	119,230	65,782	10,669	35,228	353	231,262
Disposals	-	(18,079)	-	(50,453)	-	(68,532)
Exchange adjustments	2,371	1,129	695	204	-	4,399
At 31 March 2023	992,814	177,551	230,516	254,628	5,424	1,660,993
Net book values						
At 31 March 2023	2,809,133	137,040	89,868	38,648	593	3,075,282
At 31 March 2022	1,499,083	146,603	19,585	56,560	946	1,722,777
Company tangible fixed assets						
Company tangible fixed assets	Land & buildings £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Plant and Machinery £	Total £
Cost						
At 31 March 2022	2,334,936	151,832	213,413	286,706	1,412	2,988,299
Additions	1,028	24,439	1,001	18,538	-	45,006
Disposals	-	(8,250)	-	(53,410)	-	(61,660)
At 31 March 2023	2,335,964	168,021	214,414	251,834	1,412	2,971,645
Depreciation						
At 31 March 2022	835,852	91,676	203,305	237,115	466	1,368,414
Charge for the year	97,259	30,286	4,940	30,686	353	163,524
Disposals	-	(8,250)	-	(50,453)	-	(58,703)
At 31 March 2023	933,112	113,712	208,245	217,348	819	1,473,236
Net book values						
At 31 March 2023	1,402,852	54,309	6,169	34,486	593	1,498,410
At 31 March 2022	1,499,084	60,156	10,108	49,591	946	1,619,885

Notes to the accounts (continued)

12. Investments

	2023
	£
Investments at market value at 31 March 2022	866,836
Investment income reinvested	0
Purchase of investments	164,994
Disposal of Investments	(129,811)
Net gain on revaluation and realisation	(77,115)
Investments at market value at 31 March 2023	<u>824,904</u>

The historical cost of the investments is £889,483 (2022: £848,713).

Positive Futures has an investment policy which provides a framework for making investment decisions. These investments aim to provide a balance between capital growth and income generation over the medium to long term with a medium level of risk. Except as noted below the investments are in a mixture of liquid assets such as equities, fixed interest securities, alternative assets and cash within allocation ranges as set out in the investment policy. For ethical reasons no direct equity investment is made in Tobacco, Alcohol, Gambling, Armaments and industries involved in exploitation of Human Rights. The management of investments is done by an external discretionary Investment Manager appointed by the Trustees.

Investments are reflected on the Balance Sheet at market value at 31 March 2023. Since the year end the market value of the charity's investments has dropped due to various market factors. The charity holds investments for income and for long term gains.

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2023

Notes to the accounts (continued)

Positive Futures also exercises control over three subsidiary companies whose results are detailed below:

Name	Business	Registered Office	Shares held	Period end	Turnover in year	Profit/(loss) after tax	Net assets/(liabilities)
					(£)	(£)	(£)
Positive People (NI) C.I.C	Employment Agency	2b Park Drive Bangor County Down	None – limited by guarantee	31 March 2023	-	(84)	(32,192)
Registered Number NI623255							
Positive Futures: Achieving Dreams. Transforming Lives. CLG	Provision of Social Care Services	Nesta Business Centre Unit 4-5 Burton Hall Park Burton Hall Road Sandyford Business Park Dublin 18 D18 A094	None – limited by guarantee	31 March 2023	5,121,228	388,517	1,761,227
Registered Number 566738	Charity Registration number 20106348						
National Association of Housing for Visually Impaired (NAHVI) CLG	Provision of Social Care Services	56 Hazelwood Beaverstown Road, Donabate Co. Dublin K36 XR28	None – limited by guarantee	31 December 2022	1,311,959	189,030	2,209,899
Registered Number 317329	Charity Registration number CHY13759						

A business combination in respect of Positive Futures (Ireland) and NAHVI took place with effect from 1 September 2022. Positive Futures (Ireland) is the immediate controlling party of NAHVI and Positive Futures (Northern Ireland) is the ultimate controlling party. As the results of this, NAHVI have been consolidated into the Positive Futures Group financial statements.

Notes to the accounts (continued)

13. Debtors

	Group	Group	Company	Company
	2023	2022	2023	2022
	£	£	£	£
Amounts falling due within one year:				
Trade debtors	2,107,920	1,246,260	1,565,913	1,061,982
Other debtors	27,068	13,884	27,068	13,884
Prepayments and accrued income	400,210	823,483	344,544	704,951
Amounts owed by subsidiary undertakings	-	-	123,981	194,919
Provision for amounts owed by subsidiary undertakings	-	-	(32,042)	(32,042)
	<u>2,535,198</u>	<u>2,083,627</u>	<u>2,029,464</u>	<u>1,943,694</u>

14. Creditors: amounts falling due within one year

	Group	Group	Company	Company
	2023	2022	2023	2022
	£	£	£	£
Trade creditors	602,974	370,864	514,748	383,593
Other creditors	335,830	304,792	279,639	174,981
Accruals and deferred income	1,065,050	834,321	540,230	579,653
Other taxes and social security	301,410	268,852	217,225	200,566
	<u>2,305,264</u>	<u>1,778,829</u>	<u>1,551,842</u>	<u>1,338,793</u>

15. Deferred income

Included in accruals and deferred income is deferred income of £531,131 (2022: £504,673) for the Group, and £143,953 (2022: £269,233) for the Company. Deferred income comprises deferred grants and income for services to be provided after the year end.

	Group	Company
	£	£
Balance as at 31 March 2022	504,673	269,233
Amount released to incoming resources	(269,722)	(151,006)
Amount deferred in year	296,180	155,537
Balance as at 31 March 2023	<u>531,131</u>	<u>273,764</u>

Notes to the accounts (continued)

16. Exceptional item

Included in this year's figures are the exceptional item in relation to NAHVI which was brought into the Group on 1 September 2022. The breakdown of the exceptional item is as follows:

	NAHVI £
Fixed Assets	1,423,446
Current Assets	795,171
Current Liabilities	(120,289)
Net Assets	<u>2,098,328</u>
Unrestricted Funds	391,732
Restricted Funds	1,706,596
Total Funds	<u>2,098,328</u>

17. Analysis of net assets between funds

	At 31 March 2022	Income	Expenditure	Transfer s	At 31 March 2023
	£	£	£	£	£
Unrestricted funds					
Designated funds	2,168,229	-	-	104,006	2,272,235
Unrestricted funds NAHVI	-	429,324	-	(2,710)	426,614
General funds	<u>2,589,613</u>	<u>11,928,991</u>	<u>(11,476,788)</u>	<u>(718,422)</u>	<u>2,323,394</u>
Total unrestricted funds	<u>4,757,842</u>	<u>12,358,315</u>	<u>(11,476,788)</u>	<u>(617,126)</u>	<u>5,022,243</u>
Restricted funds					
Supporting People	-	2,079,078	(2,792,884)	713,806	-
Supporting People – Special Recognition Payment	-	1,754	(1,716)	(38)	-
Department of Health – Special Recognition Payment	-	80,077	(77,947)	(2,130)	-
Supporting People – Covid- 19 Emergency Funding	(231,896)	406,822	-	(174,926)	-
Big Lottery Fund Grant: Reaching Out: Supporting Families	-	-	(77,704)	77,704	-
HSE Grants	1,334,764	5,013,993	(4,702,976)	-	1,645,781
Other restricted funds	(12,243)	78,583	(6,113)	-	60,227
NAHVI	-	2,478,045	(692,114)	2,710	1,788,641
Total restricted funds	<u>1,090,625</u>	<u>10,138,352</u>	<u>(8,351,454)</u>	<u>617,126</u>	<u>3,494,649</u>
Total funds	<u>5,848,467</u>	<u>22,496,667</u>	<u>(19,888,242)</u>	<u>-</u>	<u>8,516,892</u>

Notes to the accounts (continued)

The charity's policy in respect of transfers between designated funds is set out in the Trustees' Report. The transfers affected in respect of the year ended 31 March 2023 are set out in detail in note 17.

The Supporting People restricted funds have arisen from funding received from the Supporting People programme. The programme funds a range of services which provide housing related support to vulnerable people to improve their quality of life and gain independence. The funds are restricted to be used on the agreed services and support tasks contained in the funding agreements. The Trustees have previously agreed to eliminate annually any deficit that arises in respect of that fund.

The Supporting People – Covid-19 Emergency Funding restricted fund arose from funding to cover exceptional costs associated with the Covid-19 pandemic. Claims submitted for funding were approved and paid in this financial year so this fund is no longer in place.

The Big Lottery Fund Grant: Reaching Out: Supporting Families restricted fund arises from funding received to fund a range of services for children with a learning disability (0 – 12 years old) and their families.

HSE grants are for the provision of care and support services in the Republic of Ireland.

Other restricted funds arise from grant funding received that is restricted for use in specific projects. The Trustees have agreed to make available reserves to eliminate any deficits that arise.

Notes to the accounts (continued)

18. Analysis of designated fund movement

The funds designated by the Board of Trustees in line with their policies as set out in the Trustees' Report:

	Balance at 31 March 2022	Retained surplus / (deficit) for the year	Transfers (from)/to funds	Balance at 31 March 2023
	£	£	£	£
Designated funds				
Under occupancy fund	65,000	-	-	65,000
Redundancy fund	65,000	-	-	65,000
Service development fund	50,000	-	-	50,000
Building repairs and maintenance fund	340,443	-	(7,336)	333,107
Organisational development Fund	40,000	-	-	40,000
Management development and training fund	55,000	-	(10,000)	45,000
Volunteer coordination fund	50,000	-	(50,000)	-
Replacement MV fund	50,000	-	-	50,000
User involvement / PCP	8,000	-	-	8,000
PR and fundraising	114,000	-	(70,000)	44,000
Replacement IT and F&F	40,000	-	-	40,000
Digital transformation	200,000	-	133,000	333,000
Behaviour support fund	52,000	-	-	52,000
Legal costs fund	50,000	-	-	50,000
Health and wellbeing Strategy	30,000	-	(2,500)	27,500
Corporate planning	7,500	-	-	7,500
Recruitment and retention Strategy	469,573	-	(213,573)	256,000
Capital grants fund	159,817	-	(9,401)	150,416
Covid-19 pandemic fund	50,000	-	(50,000)	-
Climate change fund	40,000	-	-	40,000
Covid-19 emergency funding	231,896	-	(231,896)	-
Family services fund	-	-	28,000	28,000
Agency staff usage fund	-	-	538,000	538,000
PF Republic of Ireland fund	-	-	49,712	49,712
Designated funds	2,168,229	-	104,006	2,272,235
Unrestricted funds NAHVI	-	429,234	(2,710)	426,614
General fund	2,589,613	452,203	(718,422)	2,323,394
Total unrestricted funds	4,757,842	881,527	(617,126)	5,022,243

In the year ended 31 March 2023 a transfer was made of £617,126 (2022: £510,989) from unrestricted funds. This was to eliminate a deficit in restricted funds, note 17.

Notes to the accounts (continued)

19. Operating leases

At 31 March 2023, the group had future minimum lease payment commitments under non-cancellable operating leases as follows:

Group	2023	2022
	£	£
Land and buildings expiring:		
In less than one year	106,965	72,426
Between two and five years	120,333	195,664
More than five years	-	7,526
	<u>227,298</u>	<u>275,616</u>

	2023	2022
	£	£
Motor vehicles expiring:		
In less than one year	5,559	12,822
Between two and five years	-	-
More than five years	-	-
	<u>5,559</u>	<u>12,822</u>

Lease payments recognised as expenses in the period were £98,825.

At 31 March 2023, the Company had future minimum lease payment commitments under non-cancellable operating leases as follows:

Company	2023	2022
	£	£
Land and buildings expiring:		
In less than one year	72,416	64,943
Between two and five years	107,356	173,216
More than five years	0	7,526
	<u>179,772</u>	<u>245,685</u>

Lease payments recognised as expenses in the period were £82,242.

Notes to the accounts (continued)

20. Contingent liabilities

A contingent liability exists to repay grants received, where certain conditions have not been fulfilled by the company. In the opinion of the Trustees, the terms of the letters of offer have been complied with and no liability is expected.

With the NAHVI company there is contingent liabilities in relation to Property Charges: In the event that the company should cease to use certain properties for the purpose which the grants were received, these grants could become repayable, in part or in whole. Also, there is a number of legal charges in place over the related properties as a result of the grants received.

21. Guarantors

The company is a company limited by guarantee and does not have share capital. The liability of guarantors is limited to £1 in the event of the company being wound up.

22. Control

The company is controlled by a Board of Trustees.

23. Analysis of payments to Trustees and Related Parties by the group

	2023	2022
	£	£
Payments to ARC Limited	2,255	1,100
Reimbursement of expenses to Trustees	360	-
Services received from NAHVI	951	2,072
Services provided to NAHVI	(153,971)	(103,587)

Expenses reimbursed to Trustees are for travel and subsistence. Trustees (2022: none) were reimbursed for £360 expenses during the year.

Agnes Lunny, Chief Executive of Positive Futures: Achieving Dreams. Transforming Lives. was also a Trustee of ARC Limited during the year, a charitable company which provided services to Positive Futures.

Fiona Keogh and John Alexander, Directors of Positive Futures, were also Directors of the National Association of Housing for Visually Impaired (NAHVI). Services provided to NAHVI and received from were done on an arm's length basis until 31 August 2022.

As of 1 September 2022, Positive Futures acquired the operations, assets and liabilities of the National Association for Visually Impaired (NAHVI) for nil consideration. Of the services provided to NAHV I £36,695 were services provided up to 31 August 2022 and the remainder services were provided after the change of control.

Except as disclosed above there were no other related party transactions during the year.

Positive Futures: Achieving Dreams. Transforming Lives

Northern Ireland - Charity number 101385

Annual return

**Positive Futures: Achieving Dreams.
Transforming Lives.**

**Annual report and consolidated financial statements for
the year ended 31 March 2023**

Registered No: NI 029849

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2023

Annual report

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Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2023

Trustees and advisers

Trustees

Miriam Somerville (Chair)
(retired 25 October 2022)
Carol Workman
Laurence Taggart
John Alexander (Chair)
Geraldine Cunningham
Mary Bryce (Vice Chair)
Austin Treacy
Mairead Mitchell
David Scoffield
Jim Gamble
Ian Edwards (Hon. Treasurer) (resigned 27
June 2023)
Stephen Cross
Peter Woodhead (appointed 25 October
2022)

Directors Team

Chief Executive
Group Director
Group Director
Finance Director
Interim HR Director
HR Director
Operations Director
Corporate Services Director

Agnes Lunny
Paul Roberts
Fiona McCabe (appointed 25 July 2022)
Liam Dorrian
Joanne Corcoran (11 September 2020 to 30 June 2022)
Christopher Perry (appointed 23 June 2022)
Frances Murphy
Joanne Corcoran

Secretary

Dawn Morrow

Auditors

ASM (B) Ltd
Chartered Accountants and Statutory Auditors
Glendinning House
6 Murray Street
Belfast
BT1 6DN

Solicitors

Worthington Solicitors
2 Court Street
Newtownards
BT23 7NX

J Blair Employment Law Solicitors
106 Malone Avenue
Belfast
BT9 6ES

Bankers

Danske Bank
Bloomfield Shopping Centre
South Circular Road
Bangor
BT19 7HB

Investment Advisors

Quilter Cheviot
Montgomery House
29-33 Montgomery Street
Belfast
BT1 4NX

Registered Office and Head Office

2b Park Drive
Bangor
BT20 4JZ

Registered name of Charity

Positive Futures: Achieving Dreams. Transforming Lives.
Registered with the Charity Commission for Northern Ireland: Charity Number: 101385
Company Number: NI 029849

Trustees' Report

The Trustees present their report and the audited accounts for the year ended 31 March 2023. The Trustees' Report also incorporates the requirements of a Strategic Report as required by legislation.

OBJECTIVES AND ACTIVITIES

Our charity's purposes, as set out in the objects contained in the Company's Memorandum and Articles of Association, are to:

- enable children and adults with a learning disability, acquired brain injury or autistic spectrum condition and their families and carers to take control of their lives;
- provide support to individuals enabling them to live full and valued lives within their local communities;
- promote the rights and equality of beneficiaries and in so doing advocate for changes that people need and want;
- pilot and provide a range of innovative care and support services which meet the identified needs of beneficiaries;
- educate and raise awareness among the public of issues pertaining to people with a learning disability, acquired brain injury or autistic spectrum condition; and
- such other exclusively charitable purposes according to the law of Northern Ireland, for the beneficiaries as the Trustees may from time to time decide.

The aims of our charity are to support children and adults with a learning disability, acquired brain injury or autistic spectrum condition to lead full and valued lives in their own communities.

Public benefit statement

The Trustees have had regard to the Charity Commission's statutory guidance on public benefit.

The direct benefits which flow from our purposes include:

- the promotion and improvement of individual health and well-being and family-life by providing person-centred support services which alleviate stress and suffering for families and individuals;
- the promotion and improvement of individual well-being and an independent active lifestyle within the community, improving feelings of individuality and self-worth;
- raising awareness of the issues affecting our beneficiaries to promote knowledge, understanding and to challenge disadvantage and discrimination thereby creating a more welcoming inclusive society; and
- the provision of more person-centred support services which will improve individual well-being, family life and feelings of community inclusion.

Who used and benefitted from our services?

At the end of March 2023, Positive Futures: Achieving Dreams. Transforming Lives. ("Positive Futures (NI)") provided direct support to 389 people (2022, 418 people). The decrease in the number of people supported was largely linked to the termination of short-term funded projects, namely the Better Together Project which ended in June 2022, and MACE, a time-limited programme linked to the Lakeland Family Support Service which ended in March 2023. The number of people supported through our supported living services and peripatetic services increased from 136 in 2022 to 142 in 2023. These are long term support arrangements which, in the main, support people with complex needs and require significant funding and staffing levels.

In addition to the 389 people directly supported, the families and carers of these individuals also benefitted indirectly from the support provided.

Trustees' Report (continued)

We provided the following services:

- **Adult services** – supported living and peripatetic housing support, residential short breaks, shared lives (adult placement) services, and day opportunities.
- **Children and young people's services** – children's residential service, autism outreach service, children and family support services, including the Brighter Futures Project.

Volunteers – Our volunteers in Northern Ireland are involved in a range of activities, from administrative tasks, through to supporting the people we support to have the life they want. The contribution made by our volunteers in family support and shared lives services is critical to the successful delivery of services.

Throughout the year we continued to benefit from the support of volunteers, although, the impact of the Covid-19 pandemic, means that the number of volunteer hours has reduced in comparison to pre-pandemic.

At the end of March 2023, Positive Futures: Achieving Dreams. Transforming Lives CLG ("Positive Futures (ROI)"), a subsidiary of Positive Futures (NI), and the National Association of Housing for Visually Impaired ("NAHVI") (which transferred into the group on 1 September 2022) supported 108 adults and children through a range of services. This is an increase of 32 on the previous year. The services delivered by Positive Futures ROI and NAHVI are as follows:

- **Adult services** – supported living, community support, day opportunities, residential and HomeShare / short break services.
- **Children and young people's services** – community support services and HomeShare / short break services.

In addition to the 108 people directly supported by Positive Futures ROI and NAHVI, the families and carers of these individuals also significantly benefitted from the support provided.

Our Corporate Aims

Our Corporate Aims for 2020-24 in both Positive Futures (NI) and the other group companies:

Recruitment and Retention

By 2024 we will have reduced vacancies to 5% of organisational size and be the 'preferred employer' ('employer of choice') in the sector as demonstrated by:

- attracting the best staff
- increasing staffing levels
- improving retention and staff engagement.

Efficiency and Effectiveness

By 2024 we will free up management time by a minimum of 10% through identifying and improving internal processes and systems and refocusing time on staff / team development.

Growth

By 2024 we will secure a range of accommodation options to support a minimum of 30 additional people.

Influence and Funding

By 2024 we will have:

- raised our profile by 10% as a leader in our field with our unique service offers.
- a voice in all relevant forums influencing the sector.

In addition to these four priority areas, we have confirmed our commitment to playing our part in tackling climate change. In 2023, we will agree an organisational position statement and associated action plan on climate change.

Owing to the continuing challenges linked to the Covid-19 pandemic and workforce pressures, we extended our corporate plan and annual business plan to run until March 2024. Our progress against our current Corporate

Trustees' Report (continued)

Plan is reviewed and reported on to Trustees on a quarterly basis (see section on future plans in relation to our next Corporate Plan).

Positive Futures (ROI) provided management and governance oversight to NAHVI since 2018, culminating in the membership transfer of NAHVI to Positive Futures (ROI) on 1 September 2022. NAHVI's strategic objectives are therefore aligned with Positive Futures' Corporate Aims for 2020-24.

Ensuring our work delivers our aims

Our governance framework comprises the values, culture, systems and processes by which Positive Futures (NI) and its subsidiaries are directed and controlled and the activities through which we are answerable to, and engage with, the people we support, funders, the public and other stakeholders. This enables us to monitor the achievement of our corporate objectives and to consider whether those objectives have led to the delivery of value-adding services.

To direct and guide the organisation's objectives and activities, Positive Futures (NI) and its subsidiaries have an over-arching corporate plan, from which annual business plans are developed. The Corporate Plan is a forward-looking document and the annual business plan links our operational activities to our Corporate Plan (currently extended to March 2024). Work is progressing to plan our next Corporate Plan, which will be implemented from April 2024 onwards.

Positive Futures (NI) and its subsidiaries have continued to develop and deliver our service offer to ensure that we appropriately meet the needs of the people we support. Our success in supporting people with complex needs and behaviours of concern is an area which is achieving ever-more recognition across both jurisdictions. This success is significantly contributed to by the development of our Positive Behaviour Support Team which not only focuses on providing training and guidance, but also providing hands-on support and coaching to our staff in the understanding and management of particular behaviours.

We review our business aims, objectives and activities each year to see what we have achieved and the outcomes of our work. We check the success of each key activity and the outcomes for the people we support, their families and carers. This helps us to ensure that what we are doing remains focused on our stated purposes and for the public benefit.

ACHIEVEMENTS AND PERFORMANCE

By March 2023, we achieved the following:

- **Recruitment and Retention**
 - Appointed a permanent HR Director and implemented a revised HR structure and model of support.
 - Progressed a review and update of our recruitment process from start to finish, implementing increased automation (further improvement work is in progress).
 - Updated our approach to recruitment marketing and improved approaches to promote job opportunities in Positive Futures (NI) and its subsidiaries.
 - Completed salary benchmarking to ensure our terms and conditions remain competitive and rolled out and implemented enhanced salary and benefits packages for Support Workers and Senior Support Workers.
 - Conducted a staff survey and piloted a staff engagement programme in specific services in Positive Futures (NI) and its subsidiaries to inform the development of an Engagement Strategy which is in progress.
 - Introduced the Westfield Health Cash Plan for all staff in Positive Futures (NI).
- **Efficiency and Effectiveness**
 - Progressed work to introduce iTrent (HR and payroll system) to Positive Futures (ROI) (further work in progress to support full roll out).
 - Updated and relaunched the Leadership Development Programme in Positive Futures (NI) and its subsidiaries.

Trustees' Report (continued)

- Piloted the DecisionTime online risk management system in one service (further piloting and full roll out to be progressed).
 - Fully implemented the DecisionTime system in terms of reviewing and reporting of corporate and business plan objectives.
 - Progressed the review and updating of all policies in Positive Futures (NI) and its subsidiaries.
 - Progressed elements of an overall Digital Transformation Strategy to move to 'digital by default' across Positive Futures (NI) and its subsidiaries, for example, changes to improve communication with staff, replacing manual processes with online processes, improved data reporting systems and introducing a new digital finance system (iplicit).
 - Piloted the Outcomes Star, an online system to record and report on the outcomes that people we support want to achieve in their lives in Positive Futures (ROI) and NAHVI
 - Completed an Annual Consultation Exercise (ACE) in Positive Futures (NI) and its subsidiaries. This included focus groups and increased opportunities for people with complex needs to be involved in the consultation.
 - All regulated services in Positive Futures (NI) were inspected by the Regulation Quality and Improvement Authority (RQIA) during the reporting period. The majority of services had no Quality Improvement Plans, with areas for improvement identified for only 2 services. In Positive Futures (ROI) and NAHVI, there were 4 Health Information and Quality Authority (HIQA) inspections during the reporting period. HIQA has a different model of regulation to RQIA and all HIQA inspections result in areas for improvements. All inspection improvement plans were completed by March 2023.
- **Growth**
 - As detailed above, Positive Futures (ROI) has, since 2018, been providing governance and management oversight to NAHVI. In response to a request from the NAHVI Board and following the completion of a detailed due diligence exercise, Positive Futures (ROI) took control of NAHVI by way of a transfer membership agreement on 1 September 2022.
 - On 1 October 2022, again following a due diligence exercise, Positive Futures (NI) established the Foyle Community Outreach Service, having assumed responsibility for two small services for people with a learning disability and hearing loss, previously delivered by the Royal National Institute for Deaf People (RNID).
- **Influence and funding**
 - Secured over circa £120,000 additional funding in grant requests (most significant grant was £100,000 Dormant Account Fund for Finance and HR digital systems).
 - Increased social media presence and engagement.
 - Represented Positive Futures (NI) on a number of key forums and networks which focus on services for people with a learning disability and autistic spectrum condition and their families across the island of Ireland. In addition, Positive Futures (NI) continues to be the "go-to" organisation for radio and television to comment on issues relevant to our work
 - Leading on ARC provider group lobbying regarding social care cost pressures and staffing crisis.

As can be seen above, NAHVI benefitted from a range of Positive Futures' organisational initiatives contained within the 2022-24 business plan, but also progressed specific activities, including progressing work to ensure it meets its regulatory and statutory obligations as an Approved Housing Body ahead of the statutory deadline for full registration with the Approved Housing Bodies Regulatory Authority in December 2025. Progress to date with this work has enabled NAHVI to prepare to apply for funding from the Capital Assistance Scheme to purchase a property for a person currently supported by Positive Futures (ROI).

Trustees' Report (continued)

FINANCIAL REVIEW

Positive Futures (NI) receives contract funding from a range of statutory organisations including all five Health and Social Care Trusts in Northern Ireland. Our supported living, peripatetic housing support and shared lives (adult placement) services also receive funding from the Northern Ireland Housing Executive Supporting People Programme. The subsidiary companies in the Republic of Ireland receive funding from the HSE for the provision of supported living, community support, day opportunities, residential and HomeShare services. In addition, we receive income from grants, foundations, charitable trusts, individuals and community fundraising activities to fund specific projects.

Details of the group and company results for the year including our income and related expenditure, balance sheet and the related notes can be found on pages 20 - 34.

As a group, income has increased to £20,329,429 (2022: £18,312,531). The growth has come from all 3 organisations in the group.

In Northern Ireland, we continue to operate in a challenging environment with increasing costs and continued pressure from funders to deliver efficiencies in the services we provide. However, during the year we have increased the number of people we support in supported living services and income has also increased by £912,885 to £15,060,114 (2022: 14,093,712).

As is the case for all social care providers in Northern Ireland, we continue to face significant challenges in the recruitment and retention of quality staff required for the delivery of high quality services. This resulted in continued, significant, spending on agency workers of £1,329,778 (2022: £871,425).

Following changes in the values of our investments, we recorded a loss of £77,115 (2022: gain £9,027). Investments are reflected on the Balance Sheet at market value at 31 March 2023. Since the year end the market value of the charity's investments has dropped due to various market factors. The charity holds investments for income and for long term gains.

While the Trustees are pleased to report a surplus across the group of £2,668,425 (2022: £686,608) we note this is also partly due to one off transactions related to this financial year.

Group turnover included Covid-19 funding received in respect of expenditure incurred in previous periods (£406,823) as well as NAHVI surplus following the change of control (£104,019). Group Surplus includes the value of NAHVI assets included upon change of control of £2,098,328.

The total group funds at 31 March 2023 were £8,516,892 (2022: £5,848,467). The total funds held for restricted purposes is £3,494,649 and of the unrestricted funds the Trustees have designated £2,222,523 details of this are shown in note 18.

The Trustees believe that despite the continuing challenging environment in Northern Ireland, the group remains in a good financial position.

The main financial risks the Trustees have identified are outlined in the Key Risks and Uncertainties section of this report.

KEY RISKS AND UNCERTAINTIES

Positive Futures' approach to risk management is guided by the Code of Good Governance and other professional best practice and takes full cognisance of the context and environment in which we operate. Our approach is not designed to eliminate all risk, rather to balance control, cost of control and appropriate risk taking. We have a risk management policy and procedure which clearly defines roles and responsibilities and details procedures for risk identification, monitoring, reporting and escalation of issues.

Trustees' Report (continued)

The Corporate Risk Register is overseen and managed by the Corporate Services Director and owned by all Directors. The Corporate Risk Register (CRR) is a standing item at each of the meetings of the Board of Trustees (in both Northern Ireland and the Republic of Ireland).

During the reporting period, the CRR has included the following high risks:

- NI: Covid-19 pandemic and staffing / workforce issues
- ROI: Covid-19 pandemic.

In both NI and ROI, the Covid-19 pandemic remained a high risk on the Corporate Risk Register for the majority of the reporting period however this risk was de-escalated to the Operations Department Risk Register in February 2023 (following changes in some health and social care restrictions and ongoing effectiveness of risk control measures).

In NI, the other significant risk relates to staffing and workforce issues. In September 2022, the seriousness of this risk and the impact on our NI services resulted in an escalation of the risk to a critical rating (i.e. the most significant rating within our Risk Management Policy). In response to this critical risk, a Critical Incident Management Team (CIMT) was established and a range of additional measures implemented to manage this critical risk. At the end of the reporting period (March 2023), the risk remained at a critical level, although there were improvements in overall staffing levels by this date.

The financial impact of the staffing issues and risk means we are budgeting for a financial deficit in NI for 2023/24. Following previous years of good financial management, the Trustees are confident that both the cash reserves held and the liquidity of our investments ensures we have adequate resources to meet the ongoing day to day operational needs of the organisation. Therefore the Trustees believe there is no issue in relation to the going concern status of the organisation.

To eliminate this budget deficit the leadership team continues to engage with the Department of Health and HSCs to ensure our funding levels enable us to pay a rate of pay so we can recruit and retain both the quantity and quality of social care staff required to meet people's needs.

As part of our approach to risk management, we have introduced an electronic risk, performance and meeting management system (DecisionTime, funded by the Supporting People Programme – Provider Innovation Fund). Rollout of this tool has been delayed (linked to challenges within operations to free managers up to work on the rollout) however a successful pilot has been completed in one of our supported living services which is now using the tool for the Service Risk Register. In 2023, training (including a session for Trustees) and roll out work to other services will be progressed.

PLANS FOR FUTURE PERIODS

Our Corporate Plan 2020-24 sets out our corporate objectives for Positive Futures (NI) and its subsidiaries which inform each of our annual business plans (see earlier section for the detail of the four current priority areas of our Corporate Plan until March 2024).

We are starting to plan for the development of our next Corporate Plan (which will run from April 2024). This will be an all-Ireland plan covering all Group entities.

Trustees' Report (continued)

STRUCTURE, GOVERNANCE AND MANAGEMENT

Positive Futures (NI) was first established on 2 October 1995 and was initially called United Response NI. We changed our name to Positive Futures in 2002 and have a Memorandum of Association which established our objects and powers and we are governed under its Articles of Association. We are a company limited by guarantee (CRN NI 29849) and are a registered charity with the Inland Revenue (charity number XR28291) and the Charity Commission NI (CCNI 101385). The address of the company's registered office, which is also its principal address, is given on page 2.

The charity is managed by a Directors' Team, headed by the Chief Executive, which operates within the authorities as delegated by the Trustees and detailed in the Delegated Authorities Policy. The governing body is the Board of Trustees whose members are also directors for the purposes of company law. Members of the Board of Trustees are elected by other Trustees and have responsibility for ensuring that the charity is performing well, is solvent and complies with all its obligations. The Directors' Team reports to and attends Board and Sub Committee Meetings.

The Board is comprised of a Chair, Vice-Chair, Honorary Treasurer and Trustees with skills in HR, Law, Safeguarding, Education, Learning Disability Services, Finance and lived experience. At the end of March 2023 there were 12 Board members. Members of the Directors' Team and the Board of Trustees are listed on page 2.

The Trustees have put in place a formal risk management framework for the charity to identify the major risks that the charity faces and establish systems to manage and mitigate those risks.

Members of the Board of Trustees receive no remuneration. Where claimed, expenses are reimbursed.

New Trustees are invited to meet with the Chair and the Chief Executive and are provided with an induction which includes clarification of roles, responsibilities and expectations of Trustees. The charity has a "Trustees Contact with Services Policy" which details the relationship between Trustees and the wider organisation and the expectation that Trustees will meet and spend time with staff and the people we support, however this is yet to be fully reinstated following the pandemic. Throughout this financial year, Trustees have returned to face to face Board meetings, although Committee Meetings remain virtual.

The arrangements for setting the pay and remuneration for the charity's Chief Executive and Group Director lie with the Remuneration Committee of the Board of Trustees; this comprises three Trustees, one of whom is the Chair. In determining pay levels, the Committee benchmarks with equivalent market rates of pay, terms and conditions.

Subsidiaries

Positive Futures (NI) is the parent company of three subsidiary companies: Positive People (NI) C.I.C., Positive Futures: Achieving Dreams. Transforming Lives. CLG (Positive Futures (ROI)), and National Association of Housing for Visually Impaired Company CLG. The details of these subsidiaries are provided in note 12 in the accounts.

The Trustees of Positive Futures (NI) are responsible for the Group's overall strategic direction.

Governance Review

Board performance in both Positive Futures (NI) and Positive Futures (ROI) was reviewed in the summer. This included individual reviews with each Board member as well as a review of the Chief Executive's performance.

The Code of Good Governance (NI) and Charities Governance Code (ROI) sets out the principles and key elements of good governance for the Boards to follow.

Trustees' Report (continued)

Following the membership transfer of NAHVI to Positive Futures (ROI) on 1 September 2022, four Trustees resigned from the NAHVI Board, with three Trustees continuing in their role. Anthony Walsh and Karen Charnley joined the Board in August 2022 and December 2022 respectively, bringing skills and knowledge to the Board in the fields of finance, business and housing. Fiona Keogh, Trustee since Positive Futures (ROI) began providing governance oversight to NAHVI in 2018, assumed the role of Chairperson in December 2022. An audit of the skills, knowledge and experience of the Board will be carried out in September 2023, and we will recruit to the Board as any skills gaps are identified.

REFERENCE AND ADMINISTRATIVE DETAILS

The details of the charity, Trustees, Chief Executive and Directors Team to whom the Trustees delegate day to day management of the charity, together with other relevant professional organisations who provide services and advice to the charity are listed on page 2.

Statement of recommended practice

The accounts have been prepared in accordance with applicable accounting standards, the Companies Act 2006 and the Statement of Recommended Practice ("SORP") 'Accounting and Reporting by Charities (FRS 102)' and in accordance with Financial Reporting Standard 102.

Trustees' responsibilities

The Trustees are required by company law to prepare accounts for each financial year that give a true and fair view of the state of affairs of the company as at the end of the financial year and of the surplus or deficit of the company for that year.

The Trustees confirm that suitable accounting policies have been used, and these have been applied consistently, and reasonable and prudent judgements and estimates have been made in the preparation of the accounts for the year ended 31 March 2023. The Trustees also confirm that applicable accounting standards have been followed and that the accounts have been prepared on the going concern basis.

The Trustees are responsible for keeping proper accounting records, for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Internal financial controls

The Board of Trustees has overall responsibility for ensuring that the company has in place an appropriate system of internal controls, financial and otherwise, to provide reasonable assurance that:

- the company is operating efficiently and effectively;
- its assets are safeguarded against unauthorised use or disposition;
- proper records are maintained, and financial information used within the company or for publication is reliable; and
- the company complies with relevant laws and regulations.

The company's systems of financial control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss.

Statement of disclosure to auditors

The Trustees confirm that:

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

Trustees' Report (continued)

Employee involvement, equal opportunities and disabled employees

Since its inception, Positive Futures has had an Equal Opportunities Policy in place which is reviewed and updated as necessary. This Policy makes particular reference to the equality and fair treatment which the organisation promotes in relation to people with a disability which covers the recruitment, training, support and ongoing development of people with disabilities.

In addition, as an organisation which focusses on support to people with disabilities, we are committed to ensuring that all our practices, on a daily basis, reflect the letter and spirit of this Policy.

In 2006, Positive Futures (NI) established a Joint Consultative Committee (JCC), comprising representatives from all our service locations. In 2019, a JCC was also established in Positive Futures (ROI) and, in April 2023, an Employee Engagement Forum was established in NAHVI. The Employee Engagement Forum covers the same broad areas as the JCC, however, given the size of NAHVI, it includes all staff as opposed to having service reps. The purpose of these groups is to help staff to shape and inform the organisation's development and decision making through a process of consultation, discussion and agreement with Directors, as well as to be consulted on key organisational issues. This has proven to be a very useful forum which reports annually to the Board of Trustees. Through these groups, we also provide employees with key organisational information including information on the financial, economic, health and safety and policy context within which the organisation operates.

Auditors

A resolution to re-appoint the auditors, ASM (B) Ltd, will be submitted at the Annual General Meeting.

The Trustees' Report and the Strategic Report contained therein were approved by the Board of Trustees on 26 September 2023

John R. Alexander

John Alexander
Chair

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives.

Opinion

We have audited the financial statements of Positive Futures: Achieving Dreams. Transforming Lives (the 'parent company') and its subsidiaries (the 'Group') for the year ended 31 March 2023 which comprise: the consolidated and company statements of financial activities; the consolidated and company balance sheets; the consolidated statement of cash flows; and the related notes. 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 of the parent company's affairs as at 31 March 2023 and of the Group's and the parent company's incoming resources and application of resources, including the Group's and the parent company's 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 and Ireland) (ISAs) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom and Ireland, including the Financial Reporting Council'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

We have nothing to report in respect of the following matters in relation to which the ISAs require us to report to you where:

- the use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Group's or the parent company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Respective responsibilities of Trustees and auditors

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

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives. (continued)

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Group Trustees' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Group Trustees' Report, including the Strategic Report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' 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 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.

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives. (continued)

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 considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: timing of recognition of income; and posting of unusual journals along with complex transactions. We discussed these risks with client management, designed audit procedures to test the timing of income, tested a sample of journals to confirm they were appropriate and reviewed areas of judgement for indicators of management bias to address these risks.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an Auditors' 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 charity and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Christine Hagan (Senior Statutory Auditor)

for and on behalf of

ASM (B) Ltd

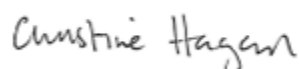
Chartered Accountants & Statutory Auditors

Glendinning House

6 Murray Street

Belfast

BT1 6DN



26 September 2023

ASM (B) Ltd are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

Consolidated Statement of financial activities
(incorporating the Consolidated Income and Expenditure Account)

	Notes	Restricted £	Unrestricted £	2023 £	2022 £
Income and endowments from:					
Investments	3	-	26,291	26,291	16,084
Charitable activities	5	8,366,515	11,934,201	20,300,716	18,288,149
Other Income	4	-	2,571	2,571	8,288
Total income and endowments		<u>8,366,515</u>	<u>11,963,063</u>	<u>20,329,578</u>	<u>18,312,521</u>
Expenditure on:					
Charitable activities	6	<u>(8,351,454)</u>	<u>(11,399,673)</u>	<u>(19,751,127)</u>	<u>(17,620,991)</u>
Total expenditure		<u>(8,351,454)</u>	<u>(11,399,673)</u>	<u>(19,751,127)</u>	<u>(17,620,991)</u>
Net gains/(losses) on investments	12	-	(77,115)	(77,115)	9,027
Net income/(expenditure)		<u>15,061</u>	<u>486,275</u>	<u>501,336</u>	<u>700,557</u>
Other recognised gains / (losses)					
Unrealised foreign exchange gain/(loss)		65,241	3,520	68,761	(13,949)
Exceptional item	16	1,706,596	391,732	2,098,328	-
Transfers					
Transfers between funds	17	617,126	(617,126)	-	-
Net movement in funds		<u>2,404,024</u>	<u>264,401</u>	<u>2,668,425</u>	<u>686,608</u>
Reconciliation of funds:					
Total funds brought forward	17	<u>1,090,625</u>	<u>4,757,842</u>	<u>5,848,467</u>	<u>5,161,859</u>
Total funds carried forward	17	<u>3,494,649</u>	<u>5,022,243</u>	<u>8,516,892</u>	<u>5,848,467</u>

All amounts above relate to continuing operations of the group.

The notes on pages 20 to 34 form part of these accounts.

Company Statement of financial activities
(incorporating the Income and Expenditure Account)

	Notes	Restricted £	Unrestricted £	2023 £	2022 £
Income and endowments from:					
Investments	3	-	26,291	26,291	16,084
Charitable activities	5	2,567,732	12,466,091	15,033,823	14,076,701
Other Income	4	-	-	-	927
Total income and endowments		<u>2,567,732</u>	<u>12,492,382</u>	<u>15,060,114</u>	<u>14,093,712</u>
Expenditure on:					
Charitable activities	6	<u>(2,950,252)</u>	<u>(11,962,854)</u>	<u>(14,913,106)</u>	<u>(13,703,623)</u>
Total expenditure		<u>(2,950,252)</u>	<u>(11,962,854)</u>	<u>(14,913,106)</u>	<u>(13,703,623)</u>
Net gains/(losses) on investments	12	-	(77,115)	(77,115)	9,027
Net income/(expenditure)		(382,520)	452,413	69,893	399,115
Other recognised gains					
Transfers					
Transfers between funds	17	614,126	(614,126)	-	-
Net movement in funds		<u>231,896</u>	<u>(162,003)</u>	<u>69,893</u>	<u>399,115</u>
Reconciliation of funds:					
Total funds brought forward		<u>(231,896)</u>	<u>4,707,840</u>	<u>4,475,944</u>	<u>4,076,829</u>
Total funds carried forward		<u>-</u>	<u>4,545,837</u>	<u>4,545,837</u>	<u>4,475,944</u>

All amounts above relate to continuing operations of the company.

The notes on pages 20 to 34 form part of these accounts.

Consolidated Balance sheet

	Notes	2023 £	2022 £
Fixed assets			
Tangible fixed assets	11	3,075,282	1,722,777
Investments	12	<u>824,904</u>	<u>866,836</u>
		<u>3,900,186</u>	<u>2,589,613</u>
Current assets			
Debtors	13	2,535,198	2,083,627
Cash at bank and in hand		<u>4,386,772</u>	<u>2,954,056</u>
		<u>6,921,970</u>	<u>5,037,683</u>
Liabilities			
Creditors: amounts falling due within one year	14	<u>(2,305,264)</u>	<u>(1,778,829)</u>
Net current assets		<u>4,616,706</u>	<u>3,258,854</u>
Total assets less current liabilities		<u>8,516,892</u>	<u>5,848,467</u>
Net assets		<u>8,516,892</u>	<u>5,848,467</u>
The funds of the charity			
Unrestricted funds	17	5,022,243	4,757,842
Restricted funds	17	<u>3,494,649</u>	<u>1,090,625</u>
Total funds		<u>8,516,892</u>	<u>5,848,467</u>

The accounts on pages 15 to 34 were approved by the Board of Trustees and authorised for issue on 26 September 2023.

John R. Alexander

John Alexander
Trustee

Mitchell

Mairead Mitchell
Trustee

Co. Registration No. NI 029849

The notes on pages 20 to 34 form part of these accounts.

Company Balance sheet

	Notes	2023 £	2022 £
Fixed assets			
Tangible fixed assets	11	1,498,410	1,619,885
Investments	12	824,904	866,836
		<u>2,323,314</u>	<u>2,486,721</u>
Current assets			
Debtors	13	2,029,464	1,943,694
Cash at bank and in hand		1,744,901	1,384,322
		<u>3,774,365</u>	<u>3,328,016</u>
Liabilities			
Creditors: amounts falling due within one year	14	<u>(1,551,842)</u>	<u>(1,338,793)</u>
Net current assets		<u>2,222,524</u>	<u>1,989,223</u>
Total assets less current liabilities		4,545,837	4,475,944
Net assets		<u><u>4,545,837</u></u>	<u><u>4,475,944</u></u>
The funds of the charity			
Unrestricted funds	17	4,545,837	4,707,840
Restricted funds	17	-	(231,896)
Total funds		<u><u>4,545,837</u></u>	<u><u>4,475,944</u></u>

The accounts on pages 15 to 34 were approved by the Board of Trustees and authorised for issue on 26 September 2023.

John R. Alexander

John Alexander
Trustee

Mitchell

Mairead Mitchell
Trustee

Co. Registration No. NI 029849

The notes on pages 20 to 34 form part of these accounts.

Consolidated Statement of Cash Flows

	2023	2022
	£	£
Cash flows from operating activities:		
Net cash provided by operating activities (see below)	3,012,812	(124,351)
Cash flows from investing activities		
Dividends, interest and rents from investments	26,291	16,084
Proceeds from the sale of property, plant and equipment	12,191	13,315
Purchase of property, plant and equipment	(160,246)	(148,170)
Assets on Acquisition	(1,423,446)	-
(Purchase) / sale of investments	(34,886)	(14,559)
Net cash (used in) investment activities	<u>(1,580,096)</u>	<u>(133,330)</u>
Change in cash in the reporting period	<u>1,432,716</u>	<u>(257,681)</u>
Cash at the beginning of the reporting period	<u>2,954,056</u>	3,211,737
Cash at the end of the reporting period	<u>4,386,772</u>	<u>2,954,056</u>

Reconciliation of net income to net cash inflow from operating activities

	2023	2022
	£	£
Net income for the reporting period (as per the Consolidated Statement of financial activities)	2,668,425	686,608
Adjusted for:		
Depreciation charges	231,262	169,782
(Gains)/ losses on investments	77,115	(9,027)
Dividends, interest and rents from investments	(26,291)	(16,084)
(Decrease)/Increase in creditors	526,435	(182,129)
(Increase)/Decrease in debtors	(451,571)	(766,411)
(Profit)/Loss on disposal of Fixed Assets	(2,571)	-
Exchange difference on consolidation	(9,992)	(7,090)
Net cash provided by operating activities	<u>3,012,812</u>	<u>(124,351)</u>

Analysis of cash and cash equivalents

	31 March 2022	Cash Flow	31 March 2023
	£	£	£
Cash at bank and in hand	2,954,056	1,432,716	4,386,772
Total cash and cash equivalents	<u>2,954,056</u>	<u>1,432,716</u>	<u>4,386,722</u>

The notes on pages 20 to 34 form part of these accounts.

Notes to the accounts

1. Accounting policies

Basis of accounting

The accounts have been prepared under the historical cost convention and modified to include the revaluation of investments and in accordance with applicable accounting standards, the Companies Act 2006 and the Statement of Recommended Practice (“SORP”) 'Accounting and Reporting by Charities' (FRS 102) and in accordance with Financial Reporting Standard 102. A summary of the more important accounting policies, which have been applied consistently, is set out below.

Consolidation

The consolidated financial statements incorporate the financial statements of the company and its subsidiary undertakings as listed in note 12.

Public Benefit

Positive Futures: Achieving Dreams. Transforming Lives is a public benefit entity which is a company limited by guarantee, registered number NI29849. The company details are listed on page 2.

Funds

The charity receives various types of funding which require separate treatment. These are as follows:

- a) unrestricted funds: funds which may be expended at the discretion of the Trustees in furtherance of the objectives of the charity; and
- b) restricted funds: funds which are earmarked by the donor for specific purposes.

Designated funds

Designated funds relate to unrestricted incoming resources in the current and previous years, which are allocated to fund specific activities in future accounting periods.

Incoming resources

All income and grants of a revenue nature are credited to income in the period to which they relate. Income is only deferred when grants or income is received in advance of the year to which they relate.

Grants specifically for capital expenditure are credited to incoming resources in the period the capital expenditure is incurred. A designated fund is created in reserves, which is reduced over the expected useful lives of the related assets by equal annual instalments.

Other incoming resources are credited to income in the period to which they relate.

Funds received which have been earmarked by the donor for specific purposes are treated as restricted incoming resources.

Resources expended

Resources expended are analysed between restricted and unrestricted resources expended. The charity allocates resources expended into restricted and unrestricted elements on the basis of the direct and indirect costs associated with providing the service over the longer term. To ensure consistency, indirect costs are apportioned between funding sources on the basis of the cost allocation formulae determined at the establishment of the particular service.

Notes to the accounts (continued)

Going Concern

No material uncertainties related to events or conditions that may cast significant doubt about the ability of the company to continue as a going concern have been identified by the Trustees.

Pension scheme

The company operates a group personal pension plan. This defined contribution pension scheme is open to all staff. Employer's contributions vary as a % of pensionable earnings depending on the staff member's agreed terms and conditions. The assets of the scheme are held separately from those of the company in independently administered funds, and contributions are charged to the Statement of Financial Activities in the period to which they relate.

Operating leases

Costs in respect of operating leases are charged on a straight-line basis over the lease term.

Tangible fixed assets

Fixed assets are stated at their purchase cost, together with any incidental costs of acquisition. The company's policy is to capitalise individual fixed assets costing £300 or more.

Depreciation is calculated so as to write off the cost of tangible fixed assets (excluding land), less their estimated residual values, on a straight-line basis over the expected useful lives of the assets concerned. The principal annual rates used for this purpose are as follows:

	%
Buildings	4 - 25
Motor vehicles	25
Fixtures and fittings	25
Computer equipment	25
Plant and machinery	25-33

Debtors

Debtors are measured at their recoverable amounts.

Creditors and provisions for liabilities and charges

Creditors and provisions for liabilities and charges are measured at their settlement amount.

Judgements and estimates

In the process of applying the company's accounting policies, management has not made any significant judgements. There are no key assumptions concerning the future or other key sources of estimation, that have a significant risk of raising a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Investments

In accordance with the Statement of Recommended Practice, investments, other than those in subsidiary companies, are shown in the balance sheet at market value. Subsidiary companies are stated at cost.

Notes to the accounts (continued)

Foreign Currency

Transactions in a foreign currency are recorded at the rate ruling at the date of the transaction. Assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

2. Volunteers

Our volunteers are involved in a range of activities from administrative tasks through to supporting the people we support to have the life they want. The contribution made by our volunteers in Family Support and Shared Lives Services is critical to the successful delivery of these Services.

3. Investment income

	2023	2022
	£	£
Bank interest	3,860	(117)
Income from investments	<u>22,431</u>	<u>16,201</u>
	<u><u>26,291</u></u>	<u><u>16,084</u></u>

4. Other Income

	Group		Company	
	2023	2022	2023	2022
	£	£	£	£
Profit from disposal of fixed assets	<u>2,571</u>	<u>8,288</u>	<u>-</u>	<u>927</u>
	<u><u>2,571</u></u>	<u><u>8,288</u></u>	<u><u>-</u></u>	<u><u>927</u></u>

5. Incoming resources from charitable activities

Group	Restricted		2023	Restricted		2022
	£	£		£	£	
Health Board and Trust income	-	11,290,315	11,290,315	-	10,823,336	10,823,336
Supporting People income	2,485,901	-	2,485,901	1,962,933	-	1,962,933
Health Service Executive Grant	5,785,442	-	5,785,442	4,512,002	-	4,512,002
Income from service users	13,342	519,124	532,466	13,575	455,765	469,340
Other fees and grants	81,830	89,381	171,211	377,885	21,420	399,305
Consultancy income	-	-	-	-	103,432	103,432
Gifts and other income	-	35,381	35,381	-	17,801	17,801
	<u>8,366,515</u>	<u>11,934,201</u>	<u>20,300,716</u>	<u>6,866,395</u>	<u>11,421,754</u>	<u>18,288,149</u>

Notes to the accounts (continued)

5. Incoming resources from charitable activities (continued)

Company	Restricted £	Unrestricted £	2023 £	Restricted £	Unrestricted £	2022 £
Health Board and Trust income	-	11,290,315	11,290,315	-	10,823,336	10,823,336
Supporting People income	2,485,901	-	2,485,901	1,962,933	-	1,962,933
Income from service users	-	488,328	488,328	-	455,765	455,765
Other fees and grants	81,831	89,109	170,940	377,885	13,557	391,442
Gifts and other income	-	598,339	598,339	-	443,225	443,225
	<u>2,567,732</u>	<u>12,466,091</u>	<u>15,033,823</u>	<u>2,340,818</u>	<u>11,735,883</u>	<u>14,076,701</u>

6. Expenditure on charitable activities

The company allocates its costs between Restricted and Unrestricted expenditure as follows:

Group	Restricted £	Unrestricted £	2023 £	Restricted £	Unrestricted £	2022 £
Direct care staff costs	5,988,065	9,225,488	15,213,553	5,464,311	8,169,326	13,633,637
Head Office staff costs	405,538	1,287,979	1,693,517	429,989	1,533,314	1,963,303
Other staff costs	395,397	91,692	487,088	42,993	82,553	125,546
ICT costs	39,769	117,292	157,061	21,081	91,449	112,530
Travel, subsistence and volunteers' expenses	242,350	181,578	423,928	183,730	152,245	335,975
Training costs	110,162	8,153	118,315	117,983	45,662	163,645
Premises and insurance costs	290,606	309,836	600,442	219,281	268,228	487,509
Depreciation	70,393	153,771	224,164	35,131	130,783	165,914
Other support costs	809,174	23,884	833,058	564,431	68,501	632,932
	<u>8,351,454</u>	<u>11,399,673</u>	<u>19,751,127</u>	<u>7,078,930</u>	<u>10,542,061</u>	<u>17,620,991</u>

Company	Restricted £	Unrestricted £	2023 £	Restricted £	Unrestricted £	2022 £
Direct care staff costs	2,597,790	9,682,704	12,280,494	2,494,245	8,405,370	10,899,615
Head Office staff costs	33,583	1,348,609	1,382,192	37,878	1,577,636	1,615,514
Other staff costs	30,585	94,621	125,206	29,656	85,719	115,375
ICT costs	5,293	122,916	128,209	2,732	94,105	96,837
Travel, subsistence and volunteers' expenses	26,347	189,636	215,983	39,329	157,117	196,446
Training costs	80,607	7,022	87,629	84,368	49,330	133,698
Premises and insurance costs	80,693	327,204	407,897	72,236	277,023	349,259
Depreciation	2,582	160,942	163,524	3,966	134,584	138,550
Other support costs	92,772	29,200	121,972	82,671	75,658	158,329
	<u>2,950,252</u>	<u>11,962,854</u>	<u>14,913,106</u>	<u>2,847,081</u>	<u>10,856,542</u>	<u>13,703,623</u>

Direct care staff costs include the provision of personal care and housing support to the people we support.

Notes to the accounts (continued)

7. Employee information

The average weekly number of persons, including part time and relief staff employed by the group during the year was:

	Group		Company	
	2023 Number	2022 Number	2023 Number	2022 Number
By activity:				
Direct care activities	608	583	512	512
Administration and training	92	93	75	78
	<u>700</u>	<u>676</u>	<u>587</u>	<u>590</u>

	Group		Company	
	2023 £	2022 £	2023 £	2022 £
Staff costs (for the above persons)				
Wages and salaries	14,342,931	13,265,986	10,908,105	10,324,228
Social security costs	1,286,390	1,206,496	984,761	897,685
Pension costs	345,237	331,553	298,858	299,059
	<u>15,974,558</u>	<u>14,804,035</u>	<u>12,191,724</u>	<u>11,520,972</u>

Spend on agency workers amounted to £1,329,778 (2022: £871,425).

Pension contributions in the year for the provision of a defined contribution scheme amounted to £345,237 (2022: £331,553) and contributions due at the year-end amounted to £38 (2022: £154).

Additional 25 employees are employed by NAHVI which became part of the group on 1 September 2022.

During the year one employee, the Chief Executive of the group, received remuneration (excluding employer's pension contributions) of £110,107 (2022: £107,632).

One other employee (2022: one) received emoluments (excluding employer's pension contributions) between £80,000 and £90,000 during the year.

One employee (2022: one) received emoluments (excluding employer's pension contributions) between £70,000 and £80,000 during the year.

None of the Trustees received any remuneration during the year.

During the year the Director Team received remuneration (excluding employer's pension contributions) totalling £485,223 (2022: £371,995).

During the year no employees (2022: none) received a termination payment.

During the year, the costs for six employees (2022: four) were recharged to another Group Company, 2 of which relate to the new group entity NAHVI.

Notes to the accounts (continued)

8. Net incoming resources

	2023	2022
	£	£
Net income/(expenditure) is stated after charging/(crediting):		
Depreciation on tangible owned fixed assets	231,262	169,782
(Profit)/Loss on revaluation of investments	77,115	(9,027)
Interest (receivable)/payable	3,860	117
Auditors' remuneration - audit	33,543	18,600
Auditors' remuneration - other	7,872	19,481
(Profit)/Loss on disposal of tangible assets	2,571	(8,288)

9. Taxation

The group is exempt from taxation due to its charitable status as approved by the Inland Revenue and Revenue Commissioners. No tax is therefore payable on the surplus for the year £2,668,425 (2022: £686,608)

10. Auditors' remuneration

The auditors' remuneration of £41,415 (2022: £38,081) is split as follows:

	2023	2022
	£	£
Audit services - group	33,543	18,600
Payroll, Tax and other services	7,872	19,481
	<u>41,415</u>	<u>38,081</u>

Notes to the accounts (continued)

11. Tangible fixed assets

Group tangible fixed assets	Land & buildings £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Plant and Machinery £	Total £
Cost						
At 31 March 2022	2,370,296	275,322	238,737	326,209	6,017	3,216,581
Additions	1,420,370	59,867	79,308	20,044	-	1,579,589
Disposals	-	(25,100)	-	(53,410)	-	(78,510)
Exchange adjustments	11,281	4,502	2,339	433	-	18,555
At 31 March 2023	3,801,947	314,591	320,384	293,276	6,017	4,736,215
Depreciation						
At 31 March 2022	871,213	128,719	219,152	269,649	5,071	1,493,804
Charge for the year	119,230	65,782	10,669	35,228	353	231,262
Disposals	-	(18,079)	-	(50,453)	-	(68,532)
Exchange adjustments	2,371	1,129	695	204	-	4,399
At 31 March 2023	992,814	177,551	230,516	254,628	5,424	1,660,993
Net book values						
At 31 March 2023	2,809,133	137,040	89,868	38,648	593	3,075,282
At 31 March 2022	1,499,083	146,603	19,585	56,560	946	1,722,777
Company tangible fixed assets						
Company tangible fixed assets	Land & buildings £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Plant and Machinery £	Total £
Cost						
At 31 March 2022	2,334,936	151,832	213,413	286,706	1,412	2,988,299
Additions	1,028	24,439	1,001	18,538	-	45,006
Disposals	-	(8,250)	-	(53,410)	-	(61,660)
At 31 March 2023	2,335,964	168,021	214,414	251,834	1,412	2,971,645
Depreciation						
At 31 March 2022	835,852	91,676	203,305	237,115	466	1,368,414
Charge for the year	97,259	30,286	4,940	30,686	353	163,524
Disposals	-	(8,250)	-	(50,453)	-	(58,703)
At 31 March 2023	933,112	113,712	208,245	217,348	819	1,473,236
Net book values						
At 31 March 2023	1,402,852	54,309	6,169	34,486	593	1,498,410
At 31 March 2022	1,499,084	60,156	10,108	49,591	946	1,619,885

Notes to the accounts (continued)

12. Investments

	2023
	£
Investments at market value at 31 March 2022	866,836
Investment income reinvested	0
Purchase of investments	164,994
Disposal of Investments	(129,811)
Net gain on revaluation and realisation	(77,115)
Investments at market value at 31 March 2023	<u>824,904</u>

The historical cost of the investments is £889,483 (2022: £848,713).

Positive Futures has an investment policy which provides a framework for making investment decisions. These investments aim to provide a balance between capital growth and income generation over the medium to long term with a medium level of risk. Except as noted below the investments are in a mixture of liquid assets such as equities, fixed interest securities, alternative assets and cash within allocation ranges as set out in the investment policy. For ethical reasons no direct equity investment is made in Tobacco, Alcohol, Gambling, Armaments and industries involved in exploitation of Human Rights. The management of investments is done by an external discretionary Investment Manager appointed by the Trustees.

Investments are reflected on the Balance Sheet at market value at 31 March 2023. Since the year end the market value of the charity's investments has dropped due to various market factors. The charity holds investments for income and for long term gains.

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2023

Notes to the accounts (continued)

Positive Futures also exercises control over three subsidiary companies whose results are detailed below:

Name	Business	Registered Office	Shares held	Period end	Turnover in year	Profit/(loss) after tax	Net assets/(liabilities)
					(£)	(£)	(£)
Positive People (NI) C.I.C	Employment Agency	2b Park Drive Bangor County Down	None – limited by guarantee	31 March 2023	-	(84)	(32,192)
Registered Number NI623255							
Positive Futures: Achieving Dreams. Transforming Lives. CLG	Provision of Social Care Services	Nesta Business Centre Unit 4-5 Burton Hall Park Burton Hall Road Sandyford Business Park Dublin 18 D18 A094	None – limited by guarantee	31 March 2023	5,121,228	388,517	1,761,227
Registered Number 566738	Charity Registration number 20106348						
National Association of Housing for Visually Impaired (NAHVI) CLG	Provision of Social Care Services	56 Hazelwood Beaverstown Road, Donabate Co. Dublin K36 XR28	None – limited by guarantee	31 December 2022	1,311,959	189,030	2,209,899
Registered Number 317329	Charity Registration number CHY13759						

A business combination in respect of Positive Futures (Ireland) and NAHVI took place with effect from 1 September 2022. Positive Futures (Ireland) is the immediate controlling party of NAHVI and Positive Futures (Northern Ireland) is the ultimate controlling party. As the results of this, NAHVI have been consolidated into the Positive Futures Group financial statements.

Notes to the accounts (continued)

13. Debtors

	Group	Group	Company	Company
	2023	2022	2023	2022
	£	£	£	£
Amounts falling due within one year:				
Trade debtors	2,107,920	1,246,260	1,565,913	1,061,982
Other debtors	27,068	13,884	27,068	13,884
Prepayments and accrued income	400,210	823,483	344,544	704,951
Amounts owed by subsidiary undertakings	-	-	123,981	194,919
Provision for amounts owed by subsidiary undertakings	-	-	(32,042)	(32,042)
	<u>2,535,198</u>	<u>2,083,627</u>	<u>2,029,464</u>	<u>1,943,694</u>

14. Creditors: amounts falling due within one year

	Group	Group	Company	Company
	2023	2022	2023	2022
	£	£	£	£
Trade creditors	602,974	370,864	514,748	383,593
Other creditors	335,830	304,792	279,639	174,981
Accruals and deferred income	1,065,050	834,321	540,230	579,653
Other taxes and social security	301,410	268,852	217,225	200,566
	<u>2,305,264</u>	<u>1,778,829</u>	<u>1,551,842</u>	<u>1,338,793</u>

15. Deferred income

Included in accruals and deferred income is deferred income of £531,131 (2022: £504,673) for the Group, and £143,953 (2022: £269,233) for the Company. Deferred income comprises deferred grants and income for services to be provided after the year end.

	Group	Company
	£	£
Balance as at 31 March 2022	504,673	269,233
Amount released to incoming resources	(269,722)	(151,006)
Amount deferred in year	296,180	155,537
Balance as at 31 March 2023	<u>531,131</u>	<u>273,764</u>

Notes to the accounts (continued)

16. Exceptional item

Included in this year's figures are the exceptional item in relation to NAHVI which was brought into the Group on 1 September 2022. The breakdown of the exceptional item is as follows:

	NAHVI £
Fixed Assets	1,423,446
Current Assets	795,171
Current Liabilities	(120,289)
Net Assets	<u>2,098,328</u>
Unrestricted Funds	391,732
Restricted Funds	1,706,596
Total Funds	<u>2,098,328</u>

17. Analysis of net assets between funds

	At 31 March 2022	Income	Expenditure	Transfer s	At 31 March 2023
	£	£	£	£	£
Unrestricted funds					
Designated funds	2,168,229	-	-	104,006	2,272,235
Unrestricted funds NAHVI	-	429,324	-	(2,710)	426,614
General funds	<u>2,589,613</u>	<u>11,928,991</u>	<u>(11,476,788)</u>	<u>(718,422)</u>	<u>2,323,394</u>
Total unrestricted funds	<u>4,757,842</u>	<u>12,358,315</u>	<u>(11,476,788)</u>	<u>(617,126)</u>	<u>5,022,243</u>
Restricted funds					
Supporting People	-	2,079,078	(2,792,884)	713,806	-
Supporting People – Special Recognition Payment	-	1,754	(1,716)	(38)	-
Department of Health – Special Recognition Payment	-	80,077	(77,947)	(2,130)	-
Supporting People – Covid- 19 Emergency Funding	(231,896)	406,822	-	(174,926)	-
Big Lottery Fund Grant: Reaching Out: Supporting Families	-	-	(77,704)	77,704	-
HSE Grants	1,334,764	5,013,993	(4,702,976)	-	1,645,781
Other restricted funds	(12,243)	78,583	(6,113)	-	60,227
NAHVI	-	2,478,045	(692,114)	2,710	1,788,641
Total restricted funds	<u>1,090,625</u>	<u>10,138,352</u>	<u>(8,351,454)</u>	<u>617,126</u>	<u>3,494,649</u>
Total funds	<u>5,848,467</u>	<u>22,496,667</u>	<u>(19,888,242)</u>	<u>-</u>	<u>8,516,892</u>

Notes to the accounts (continued)

The charity's policy in respect of transfers between designated funds is set out in the Trustees' Report. The transfers affected in respect of the year ended 31 March 2023 are set out in detail in note 17.

The Supporting People restricted funds have arisen from funding received from the Supporting People programme. The programme funds a range of services which provide housing related support to vulnerable people to improve their quality of life and gain independence. The funds are restricted to be used on the agreed services and support tasks contained in the funding agreements. The Trustees have previously agreed to eliminate annually any deficit that arises in respect of that fund.

The Supporting People – Covid-19 Emergency Funding restricted fund arose from funding to cover exceptional costs associated with the Covid-19 pandemic. Claims submitted for funding were approved and paid in this financial year so this fund is no longer in place.

The Big Lottery Fund Grant: Reaching Out: Supporting Families restricted fund arises from funding received to fund a range of services for children with a learning disability (0 – 12 years old) and their families.

HSE grants are for the provision of care and support services in the Republic of Ireland.

Other restricted funds arise from grant funding received that is restricted for use in specific projects. The Trustees have agreed to make available reserves to eliminate any deficits that arise.

Notes to the accounts (continued)

18. Analysis of designated fund movement

The funds designated by the Board of Trustees in line with their policies as set out in the Trustees' Report:

	Balance at 31 March 2022	Retained surplus / (deficit) for the year	Transfers (from)/to funds	Balance at 31 March 2023
	£	£	£	£
Designated funds				
Under occupancy fund	65,000	-	-	65,000
Redundancy fund	65,000	-	-	65,000
Service development fund	50,000	-	-	50,000
Building repairs and maintenance fund	340,443	-	(7,336)	333,107
Organisational development Fund	40,000	-	-	40,000
Management development and training fund	55,000	-	(10,000)	45,000
Volunteer coordination fund	50,000	-	(50,000)	-
Replacement MV fund	50,000	-	-	50,000
User involvement / PCP	8,000	-	-	8,000
PR and fundraising	114,000	-	(70,000)	44,000
Replacement IT and F&F	40,000	-	-	40,000
Digital transformation	200,000	-	133,000	333,000
Behaviour support fund	52,000	-	-	52,000
Legal costs fund	50,000	-	-	50,000
Health and wellbeing Strategy	30,000	-	(2,500)	27,500
Corporate planning	7,500	-	-	7,500
Recruitment and retention Strategy	469,573	-	(213,573)	256,000
Capital grants fund	159,817	-	(9,401)	150,416
Covid-19 pandemic fund	50,000	-	(50,000)	-
Climate change fund	40,000	-	-	40,000
Covid-19 emergency funding	231,896	-	(231,896)	-
Family services fund	-	-	28,000	28,000
Agency staff usage fund	-	-	538,000	538,000
PF Republic of Ireland fund	-	-	49,712	49,712
Designated funds	2,168,229	-	104,006	2,272,235
Unrestricted funds NAHVI	-	429,234	(2,710)	426,614
General fund	2,589,613	452,203	(718,422)	2,323,394
Total unrestricted funds	4,757,842	881,527	(617,126)	5,022,243

In the year ended 31 March 2023 a transfer was made of £617,126 (2022: £510,989) from unrestricted funds. This was to eliminate a deficit in restricted funds, note 17.

Notes to the accounts (continued)

19. Operating leases

At 31 March 2023, the group had future minimum lease payment commitments under non-cancellable operating leases as follows:

Group	2023	2022
	£	£
Land and buildings expiring:		
In less than one year	106,965	72,426
Between two and five years	120,333	195,664
More than five years	-	7,526
	<u>227,298</u>	<u>275,616</u>

	2023	2022
	£	£
Motor vehicles expiring:		
In less than one year	5,559	12,822
Between two and five years	-	-
More than five years	-	-
	<u>5,559</u>	<u>12,822</u>

Lease payments recognised as expenses in the period were £98,825.

At 31 March 2023, the Company had future minimum lease payment commitments under non-cancellable operating leases as follows:

Company	2023	2022
	£	£
Land and buildings expiring:		
In less than one year	72,416	64,943
Between two and five years	107,356	173,216
More than five years	0	7,526
	<u>179,772</u>	<u>245,685</u>

Lease payments recognised as expenses in the period were £82,242.

Notes to the accounts (continued)

20. Contingent liabilities

A contingent liability exists to repay grants received, where certain conditions have not been fulfilled by the company. In the opinion of the Trustees, the terms of the letters of offer have been complied with and no liability is expected.

With the NAHVI company there is contingent liabilities in relation to Property Charges: In the event that the company should cease to use certain properties for the purpose which the grants were received, these grants could become repayable, in part or in whole. Also, there is a number of legal charges in place over the related properties as a result of the grants received.

21. Guarantors

The company is a company limited by guarantee and does not have share capital. The liability of guarantors is limited to £1 in the event of the company being wound up.

22. Control

The company is controlled by a Board of Trustees.

23. Analysis of payments to Trustees and Related Parties by the group

	2023	2022
	£	£
Payments to ARC Limited	2,255	1,100
Reimbursement of expenses to Trustees	360	-
Services received from NAHVI	951	2,072
Services provided to NAHVI	(153,971)	(103,587)

Expenses reimbursed to Trustees are for travel and subsistence. Trustees (2022: none) were reimbursed for £360 expenses during the year.

Agnes Lunny, Chief Executive of Positive Futures: Achieving Dreams. Transforming Lives. was also a Trustee of ARC Limited during the year, a charitable company which provided services to Positive Futures.

Fiona Keogh and John Alexander, Directors of Positive Futures, were also Directors of the National Association of Housing for Visually Impaired (NAHVI). Services provided to NAHVI and received from were done on an arm's length basis until 31 August 2022.

As of 1 September 2022, Positive Futures acquired the operations, assets and liabilities of the National Association for Visually Impaired (NAHVI) for nil consideration. Of the services provided to NAHV I £36,695 were services provided up to 31 August 2022 and the remainder services were provided after the change of control.

Except as disclosed above there were no other related party transactions during the year.