

**TRUSTEES' REPORT AND CONSOLIDATED
ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023**

Charity Registration No. 1114435

Company Registration No. 05706441 (England and
Wales)

POSSABILITY PEOPLE LIMITED ((limited by guarantee)

Known as Possability People

LEGAL AND ADMINISTRATIVE INFORMATION

Management Committee

Claire Arielle Leon (resigned 29/11/23)
Gerry Zarb
Linda Elisha (Vice Chair)
Maddy Hamp (Chair)
Mark Green
Samantha Oakley
Sarah Chambers (appointed 7/9/22)
Sophie Reilly
Danielle Evans (resigned 30/10/22)
Kathy Goddon (resigned 7/7/23)

Patron

Vacant

Chief Officer

Geraldine Des Moulins – to 7/7/23
Angela Graham – interim appointment from 7/7/23

Charity number

1114435

Company number

05706441

Registered office & Principal address

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Somerset Street
Brighton
East Sussex
BN2 1JE

Auditors

Kreston Reeves LLP
Plus X Innovation Hub
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Brighton
East Sussex
BN2 4GL

Bankers

CAF Bank Limited
Kings Hill
25 Kings Hill Avenue
West Malling
Kent
ME19 4JQ

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Foreword by Maddy Hamp, Chair of Trustees

As I write this foreword to the 22/23 accounts, I have been reflecting on all that we have been through over the past year. Against the backdrop of significant events such as the pandemic, the energy crisis and the cost-of-living crisis, all of which have disproportionately affected disabled people (including myself), we have continued to provide a range of services that support disabled people in Brighton and East Sussex, enabling and empowering them to live the life they choose.

I am incredibly proud that through it all we have continued to support people with their benefits claims through our Advice Centre, provided them with care and support through our At Home service, given them the skills they need for employment, facilitated them leaving hospital and returning home, hired out scooters and wheelchairs to enable them to get out and about more quickly and easily and helped them to advertise for a PA.

We also help people who have lived experience (including lived experience of using mental health services) influence decision makers throughout Brighton and East Sussex via the Get Involved Group.

For example, during the year 2022/2023 we dealt with 7,600 Advice Centre enquiries, 318 people supported by employment service, 1565 referrals to our Hospital Discharge Service, and 944 people supported by our Payroll and Support Bank Account service. In total, 12,637 people were supported by Possability People.

None of this would have been possible without the hard work and dedication of our staff and volunteers, and I want to take this opportunity to thank them for going above and beyond in such difficult times.

On a side note, in July 23, I was very sad to say goodbye to our outgoing Chief Officer, Geraldine Des Moulins, who retired after 17 years as Chief Office for Possability People. Under Geraldine's leadership the charity had expanded from a small organisation aiming to connect and support disabled people in Brighton and Hove, to one covering a far more extensive area with many projects and areas of expertise while still retaining its core values. I would like to thank Geraldine for her many years of devoted service to the charity and to wish her a very happy retirement.

At the same time, I was very happy to welcome our new Interim Chief Officer, Angela Graham, who has worked with Possability People for many years, most recently as Community Employment Service Manager. With the change in leadership comes change for Possability People too but we will, as always, be there to support, advise and serve the disabled people who rely on us."

Maddy Hamp
Chair of Trustees

This year, we have supported 12,637 people.

“To promote social inclusion of disabled people in the South East (1) by facilitating their involvement and participation in the planning and decision making structure of their communities, so that they can have equal rights and a voice and control over issues affecting their lives, and (2) by providing services including advice and guidance on welfare rights, health, housing and employment”. (From our memorandum of association.)

How our activities deliver public benefit

The trustees confirm they have complied with their duty to have due regard to public benefit guidance published by the Charity Commission. The main activities undertaken to further the charity’s purposes for the public benefit are detailed in the section Objectives from page 9*.

Possability People’s underlying principle is the Social Model of Disability. The organisation believes disabled people are disabled not by limitations of their bodies and minds but by the societal barriers of unequal access, prejudice, discrimination, and social exclusion.

Possability People is a membership organisation. Currently our membership comprises of 29 organisations and 0 individuals.

We are the leading organisation in Brighton and Hove which supports people with a wide range of health conditions (pan impairment).

The trustees are pleased to present their annual group report together with the financial statements of the charity for the year ending 31 March 2023 which are also prepared to meet the requirements for a group directors’ report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Structure, governance, and management

The organisation is a charitable company limited by guarantee (05706441), incorporated on 13 February 2006, and registered as a charity (1114435) on 31 May 2006 and originally registered 27 January 1981 (281731). The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

In 2011 we developed a new brand confirming our working name as: The Fed – Centre for Independent Living (The Fed) which is the name by which we were more commonly known. In June 2016 we rebranded the organisation and our registered name The Brighton & Hove Federation of Disabled People was changed to Possability People.

Possability People is a **user led** specialist infrastructure organisation whose membership is drawn from individuals or organisations with a personal or professional experience of disability services and rights.

Our membership elect a Board of Trustees made up of volunteer representatives (57% of whom have lived experience of disability). Possability People can demonstrate that it meets the exacting criteria of the Department of Health regarding its user led status.

The Trustees are also the directors for the purpose of company law. Trustees serving during the period were:

Sarah Chambers (*appointed 7 September 2022*)

Linda Elisha

Danielle Evans (*resigned 30 October 2022*)

Kathy Goddon (*resigned 07 July 2023*)

Mark Green

Maddy Hamp

Claire Arielle Leon (*resigned 29 November 2023*)

Samantha Oakley

Sophie Reilly

Gerry Zarb

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up. All trustees give their time voluntarily and received no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

Group Structure and Relationships

The charity has a wholly owned non-charitable subsidiary, Possability People Trading Limited, whose purpose is to provide support services to disabled people. Its trading performance and further information is detailed on page 47* of the financial statements.

Recruitment and Appointment of the Board of Trustees

Trustee recruitment process:

1. The trustee board identifies the skills and experience needed by a board member to lead the charity.
2. The role description is advertised widely on appropriate lists and on our website. As a user led organisation, we actively encourage applications from people with a lived experience of being disabled.
3. Potential candidates are sent a trustee recruitment pack with information about the organisation and the essential requirements for trustees including a role description and person specification.
4. Applications are reviewed and shortlisted by the board. A panel is then chosen of two trustees supported by the Chief Officer. The panel sends its recommendation to the board.
5. Our Memorandum and Articles states that successful candidates can be co-opted on to the board prior to being voted on by the membership at the next AGM.
6. Appointees are given a thorough induction which includes a presentation of the activities of the charity, confirmation of an understanding of the charity's policies and procedures, meetings with senior team members. A DBS check will be carried out and also at the time of induction any identified training needs will be addressed.
7. The recruitment process is reviewed and evaluated.

Under the requirements of the Memorandum and Articles of Association, one third (or the number nearest one third) of the Trustees must retire at each AGM, those longest in office retiring first and the choice between any of equal service being made by drawing lots. A Trustee retiring under this Article may stand for re-election.

Possability People's Board of Trustees must consist of at least 3 and not more than 15 individual members who meet quarterly and are responsible for the strategic direction and policy of the charity.

Day to Day Responsibility

Possability People has a Senior Leadership Team consisting of:

Chief Officer Strategy and Business Development.

Finance Officer Central Finance, Payroll and Supported Bank Accounts.

Business Development & Services Manager Service provision and development of new services.

People & Operations Manager Delivery and development, income generation, central services, monitoring, and evaluation.

Pay policy for senior staff

The Chief Officer and Senior Leadership Team are in charge of directing and controlling, running, and operating the charity on a day-to-day basis. The trustees provide oversight, governance, and strategic direction to the charity. Details of trustee expenses and related party transactions are disclosed in note 7 to the accounts. The pay of the senior staff is reviewed annually.

Risk Management

The management committee discusses risk on an ongoing basis. Possability People holds a risk register.

The biggest risk to the charity is the pressure on budgets in the public sector which remains a significant source of our income. We have seen cuts to contracted budgets and also discontinued activities. There is further risk as some contracts are now payment by results and in arrears which could potentially put the organisation's cash under pressure.

Although public sector funding is under pressure statutory bodies value and recognise our contribution and we continue to receive commissions and contracts from them.

To mitigate this risk, we continually look for other opportunities to diversify our offer. This includes successfully increasing our social enterprise activities and looking at strengthening our fundraising activities including bids to trusts and foundations.

We do not anticipate going concern issues in the foreseeable period ahead.

Objectives

The charity's objectives are contained in the company's memorandum of association.

To promote social inclusion of disabled people in Sussex (1) by facilitating their involvement and participation in the planning and decision-making structure of their communities, so that they can have equal rights and a voice and control over issues affecting their lives, and (2) by providing services including advice and guidance on welfare rights, health, housing, and employment.

Vision and mission

Our Vision: A society where anything is possible regardless of ability

Our Mission: Ensuring disabled people can live independently, with dignity and without prejudice

Aim	Outcome	Objective
To improve accessible services	Access People are accessing the personalised services they need	<ul style="list-style-type: none"> To co-design services To make use of digital technology To make our services available in other locations and across communities
To ensure people have good quality accessible information	Information People are making informed choices	<ul style="list-style-type: none"> To communicate options and offer realistic options To produce user friendly materials To achieve and maintain appropriate quality standards
To enable people to live more independently	Support People are enjoying improved health & well-being	<ul style="list-style-type: none"> To help join up services across all sectors To help and encourage people to take part in community life and work To offer and champion a range of accessible volunteering opportunities
To increase the range of options people have	Choice People have the possibility to choose	<ul style="list-style-type: none"> To expand and develop services To raise awareness of what's out there To facilitate partnership working
To have well trained knowledgeable staff and volunteer teams	Ability People are supported by a passionate and committed staff & volunteer team	<ul style="list-style-type: none"> To work to Possability People's vision and mission To commit to learning and developing in their own work To be self-aware and regularly reflect on own work

Our impact

**The names of people featured in the case studies have been changed to protect their identity. Photographs have been posed by models.*

Advice Centre

Our Advice Centre is one of our core services supporting the community in Brighton & Hove as well as across East and West Sussex.

The staff team comprises 6 part time advisors, supported by volunteers. Volunteering had been put on hold during the pandemic and recruitment of new volunteers continued to be challenging due to continuing concerns around the increased risk of covid; as the year progressed confidence returned and we were able to recruit 3 new volunteers.

Available Monday to Friday (closed Wednesdays), the Advice Centre offers telephone and email support, including bookable form filling appointments by telephone, in person or by video call. Most work is benefit related, such as helping clients successfully apply for Personal Independence Payment (PIP) or navigating the changeover to Universal Credit. Other enquiries include advice on Blue Badge applications, housing enquiries, adaptations to the home, bus pass or disabled access queries.

Our success rate for form filling PIP and other benefit applications was 85%, compared to 52% national average.

“Advisor was amazing and so on my side and empathetic to fight my cause. A real star.”

The Advice Centre liaises with other Possability People services, as well as engaging in partnership working with local agencies to increase efficiency and address needs holistically. We work in partnership with the MS Society to provide advice for people living with MS as well as their carers. We have also partnered with Blatchington Court Trust to provide support to young people with sight loss.

Since September 2022, The Advice Centre has become a third-party reporting centre, providing a safe and confidential reporting space for people who have experienced hate incidents.

Our client base continues to face a number of challenges, from proposed government changes to Work Capability Assessments, to migration to Universal Credit from legacy benefits, to the continued Cost of Living crisis increasing food and fuel poverty for many as well as raising mortgage, rental, and care costs. The ongoing effects of the pandemic have continued to be felt in delayed PIP reviews, as well as many clients losing their Blue Badges and Motability vehicles due to delayed assessments and renewals. Cuts to public services have meant an increased demand for support from many as they struggle access GP and other NHS services or face long delays in receiving treatment.

“Advisor was brilliant, really understood what I was going through, was patient, very empathic and very kind.”

The demand for our services continues to grow year on year with a 9% increase in contacts this year compared to last year. Total contacts for this period were **7596**.

We are grateful to have received grant funding from the local authority and other grant providers. Alongside our fundraising, such as participation in the sponsored Legal Walk, this has allowed us to continue our vital work.

We were pleased to renew our Advice Quality Standard (AQS) in March 2022 which helps to ensure development, continual improvement and sustainability of the service and the charity as a whole. The assessment report identified areas of good practice including; recruitment and induction processes during the pandemic period; the emphasis and importance of safeguarding; quality checks and good practice. The report praised the high levels of training support that staff and volunteers receive, as well as their involvement in best practice and forward planning.

Ali's story

Ali has COPD, asthma, a heart condition, and high blood pressure. Their Chronic Obstructive Pulmonary Disease (COPD) has worsened over the years and causes Ali to be short of breath when moving around their home and doing daily activities. Ali also has a constant cough, even at rest and when talking. They also get regular chest infections which impacts of their ability to manage even simple daily tasks.

Ali lives alone in a ground floor flat but requires support from family on a daily basis; for food preparation, washing and bathing, prompting to take medication and to help getting out and about. Due to their COPD, Ali struggles to socialise, due to breathlessness and feeling anxious and embarrassed due to their cough.

Ali approached the Advice Centre for support with a PIP application. Ali required a phone appointment due to struggling to get out, relating to their condition. This meant Ali had the appointment in the comfort of their own home, which enabled them to fully engage in the appointment. Following the appointment Ali needed assistance with a Blue Badge application, again by telephone.

Following their assessment, the Department for Work and Pensions (DWP) awarded the enhanced rates for both daily living and mobility components of PIP. The award was agreed on papers, meaning that Ali did not need to attend a medical assessment. Ali's Blue Badge application was also successful.

Ali was extremely happy with the outcome of both applications. Not having to attend a medical assessment made a big difference and reduced the stress of the whole process. Ali has since recommended our service to family members.

At Home

Possability People's At Home service enables people living with health conditions to do so safely and independently. Working across Brighton and Hove, we are proud of our highly skilled and experienced care team. Over the 12 month period we saw numbers of clients and hours of care provided continuing to increase at a steady pace.

No two clients are the same and service user needs vary from personal care, help at home, getting out and about, empowering independence, medication support, and more.

The effects of the pandemic continued to be felt through the year by both our clients and Personal Assistants (PAs), albeit at a reduced level. Mandatory lateral flow testing for PAs was no longer required, however our PAs still wear PPE when requested by our clients.

This year, the At Home service achieved the Gold Standard Framework (GSF) Quality Performance Mark (QPM) in end-of-life care. This is a nationally recognised QPM. GSF Accreditation is recognised by the Care Quality Commission regulator and endorsed and supported by the Royal College of GPs, Care England and other national care homes bodies, British Geriatrics Society, the Community Hospital Association, Association of Retirement Community Operators, and others.

The Gold Standards Framework (GSF) is an evidence based systematic approach to formalising best practice through improving the organisation and coordination of care for all people with any condition in any setting in the final year or so of life.

In September 2022 we received funding from the Social Enterprise Support Fund, allowing us to employ 2 core PAs. This has allowed us to provide support to 7 new clients during recruitment of their PAs, generating £11,385 in annual income, preventing loss of 4 new clients, and enhancing At Home's service offering-over the 12-month grant period.

Our PAs are integral to the service and often go above and beyond what's expected of them. We are so proud of our team and want them to know how much they are appreciated.

Our PAs encouraged an elderly client to take up their hobby of painting. The client never thought they would paint again but with the help of their PA painted many beautiful paintings and when they sadly passed away recently, their family gifted the office a painting he wished for us to have as a thank you.

Our Registered Manager said:

“They always have the clients’ interest first and themselves second. They have respect for clients and their families. They build a relationship with their clients, so they become like extended family. They worry about their clients as though they are family. Their clients are not just a job, they are special to them. They get on with what’s needed.”

One of the biggest challenges facing the service faced was recruitment of new care staff, particularly those who can drive. To counter this several recruitment days were run as well as a leaflet campaign targeting specific areas. In August 2022 we launched our new PA recruitment film (<https://www.youtube.com/watch?v=slQKk94W1-s>) sharing what a PA role might involve.

100% of staff who responded rated their job security, inclusion with the team, and support from the office as good, very good, or excellent.

The team were successful in recruiting new team members in a very difficult job market, many of which were recommendations from existing staff members encouraging who have felt so supported and secure during their employment with us.

“I feel very supported”

“The office team show their appreciation to PAs regularly”

“I would say it’s very good. I did improve the last three years, I gained more knowledge and experience and the training course provide me with a lot of information”

“I would say it’s excellent and the team always listen to what I wanted and always understanding”

Community Employment Service

Possability People’s Community Employment Services Programme ‘Get Set’ empowers and enables people to overcome the barriers they might face to getting a job, with our support on each step of the journey. The support we offer is for the long term, supporting people not only into work but to sustain work. This year, the Get Set Opening Doors project ran in Eastbourne, Bexhill, and Hastings.

Our employment support projects are used as examples of best practice and year on year exceed funding expectations. Between April 2022 and March 2023, we supported 181 people to move towards or into work, volunteering, or further education.

We work with those for whom the impact of their health is such that they cannot see a way forward and are furthest from the job market. Most have complex health conditions as well as additional issues in their life.

We provide a welcoming, friendly environment and 'safe space' where we encourage each individual to fulfil their potential and move forward in a way and at a pace which is comfortable for them. We enable them to take the first step on their journey to employment and then are there each step of the way to offer continued support to reach their goals. Our approach is unique, designed and delivered by people with lived-experience of long-term health conditions.

Through engaging with the Get Set Programme, our participants have access to a range of courses and one-to-one support from practical skills such as IT and interview skills, but also around how to manage their health conditions and talk to their employer about these.

Our engagement starts with one-to-one support. understanding the persons situation and engaging them with specialist support to enable them to manage their health and other issues/crises they are experiencing. Following this, they then access a range of courses and one-to-one support to:

- Build self-confidence and self-esteem, manage their health, see past "I can't".
- Develop employability skills, CV's, Cover Letters, interview skills.
- Learn/build IT-skills.
- Build self-management toolkits, understand reasonable adjustments, build a Wellness Action Plan to ensure work is sustainable.
- Talk to employers about their health, understanding reasonable adjustments.
- Become re-engaged in their community, overcome social isolation.
- Move into work.

The lives of this vulnerable group have deteriorated in the post-Covid period. Compared to 2020, participants present with lower physical health, increased mental health issues, addictions, housing problems/homelessness. Also increased domestic abuse / relationship issues and debt/financial problems. Many (82%) are at crisis point. Whereas prior to Covid-19 we would work on a one-to-one basis for around 2 weeks before group work, this is now 15 weeks.

Our participants are unable, due to the severe impact of their health and other issues, access mainstream employment services for those with health impairments, these services cannot offer the level of support we do. Programmes such as Restart and Work and Health refer people to us, as do job coaches, when people's needs are so great they are unable to engage with those offers. GSOD benefits those people with the greatest need and with the least support in our communities.

We will support people to move into work, further education or volunteering to achieve their goals and live life as they choose, with 60% doing so. As well as these quantitative outcomes, we also evidence qualitative outcomes including:

- Crisis prevention: where to find support if circumstances deteriorate.
- Increased self-esteem, wellbeing, and self-confidence.
- Skills to manage their health and sustain work.
- Increased confidence in their skills and abilities
- Reduced isolation and greater connection to their community
- Engagement with the correct supports for their health inc. medical and therapeutic.
- Increased digital and IT skills

Get Involved Group (GIG)

The Get Involved Group (GIG) provides opportunities for disabled people to join strategic conversations about the services they need to access and ensures their voice is heard when changes to services are planned.

Operating primarily in Brighton and Hove, but also into coastal and mid Sussex, the GIG currently has around 500 members with over 400 people engaging through the Facebook group.

One of the project's core activities this year continues to be the Disabled Car User's Forum, facilitated in partnership with Brighton & Hove City Council (BHCC). Now in its second year, the forum ensures Blue Badge holders and other disabled car users in the city have a direct link to parking services and other council teams. The number of members and stakeholders has increased by a third from last year and continues to grow, with currently around 40 representatives. The forum gives community groups and individuals a legitimate platform for the issues they face relating to parking and car use and gives them a voice in design, implementation, and decisions at the early stages. Members describe genuinely feeling heard and being part of the conversation.

In December 2022 we took over running the Eastbourne Access Group (EAG), having had a long-standing affiliation with the group. With around 200 members, the EAG consists of disabled people, their families, friends and carers and a number of professional stakeholders from local charities and council members. The group exists to promote inclusion of disabled people as equal citizens, champion the voice of disabled people and influence decision makers. The group works in partnership to share our voice with other national and local disability groups.

Other work in East Sussex includes the East Sussex County Council (ESCC) Adult Social Care Strategy Focus Group, and participating in the ESCC Local Transport Plan focus groups.

We continued our partnership work with Disabled Motoring UK on an exciting pilot designing and developing Blue Badge bays with electric vehicle charging facilities – the first of its kind in the country. We enabled disabled people to be involved in discussions about the design, implementation, and decisions from the outset. We hope more bays of this nature to come into the city over the next year.

Throughout the year, engagement activities and focus groups, have had a wide-ranging impact and reach. We continued to provide access audits across the city, ensuring the lived experience of disabled people using spaces and buildings was heard and considered. Consultation around the King Alfred redevelopment continues, with our work resulting in a disabled access route to the car park and leisure centre being developed for the first time over 40 years. We are grateful to our committed team of GIG members and volunteers who help ensure that access needs for people with varying health conditions are met.

Working with the NHS, we were commissioned to run the Winter Access Fund (WAF) project. The project engaged the residents of Rye, Peacehaven and Newhaven around their experiences of GP and healthcare services, with a view to implementing a wider programme of behaviour change around appropriate use of services. 240 people were consulted in total. We were also commissioned by the NHS to design a 'While You Wait' leaflet for people on long waiting lists for mental health services and treatment; to run covid vaccination 'quiet sessions' across the city; and to audit and report on accessibility of mobile vaccination units across the city.

We continued to work with Brighton and Hove County Council (BHCC) to ensure communications for public consultations are as accessible as possible, resulting in more disabled people participating in public consultation activities. With the BHCC Health Lifestyles team, we ran discussion groups for disabled people in the city around barriers to being active and how these could be removed. Consultation and auditing around the proposed Hanover Low Traffic Neighbourhood continued, although unfortunately the project was ultimately cancelled.

The GIG was commissioned by JAW Design to carry out several focus groups regarding the Madeira Terrace Archways redevelopment. These focused on access for disabled people including road and parking changes, access to terraces, and plans for seafront elevators, with many of the comments and suggestions implemented into the final designs.

Our Safer Together project continued until July 2022. The project supported disabled people in mid and rural Sussex at risk of social isolation to engage again with their community post-pandemic. The project engaged with about 20 people, taking them out on excursions, organising regular meet-ups and coffee mornings, and having regular one-to-one meetings with the group facilitator. The project was very successful at having a positive impact on participants' mental health and social confidence.

In July 2022 we were very pleased to deliver our GIG Conference. The conference was run as a hybrid event in Brighton city centre, allowing people to attend either in person or online and making it accessible for all; around 40 people attended. Sessions covered GIG activities over the pandemic, details of future plans, plus engagement activities with members on what their priorities were. The event was very well received with positive feedback from members.

As activities opened up again post-pandemic and people started to re-engage with their community, we were excited to restart our GIG meetings, having previously only been able to do so online. Discussions centred around post-covid accessibility in the city, with many changes having been made over the course of the pandemic which were detrimental to disabled people, such as loss of pavements to seating areas, and removal of accessible parking bays. Around 15 to 20 people have attended each time with numbers increasing steadily.

Mental Health Lived Experience Advice Group (MH LEAG)

Now in its second year, our Mental Health Lived Experience Advisory Group (MH LEAG) expanded in September 2022 to cover East Sussex as well as Brighton and Hove. The groups include a variety of people who have accessed different mental health services in their area. There are many opportunities for people to feed their views into discussions even if they do not want to join a regular meeting.

We currently have 23 regular LEAG members, whilst over 160 people have engaged with the service across Brighton and Hove and East Sussex.

100% of members agreed that being a part of the LEAG helped them to feel that their lived experience makes a difference to the development of mental health services.

The LEAG has created a safe and secure environment for its members to be able to fully share their experiences of mental health services and give honest feedback to the NHS Integrated Care Boards (ICB). The LEAG has also been asked to advise council staff on effective service engagement and co-production.

The staff team are all trained mental health first aiders and use a trauma-informed and coproduced model of one-to-one support, mentoring and agreeing individualised training for the members.

“The facilitators chair our meetings in an effective way, allowing everyone time to have their say but also keeping a focus on the key issues, which at the moment is discovering where, and how we can be most effective. They also have an impressive breadth of knowledge about the overall (Sussex and Nationwide) mental health landscape which has helped me to better understand the context.”

(E Sussex LEAG member)

The LEAGs meet once a month and set their own agendas, inviting mental health staff, commissioners, and relevant speakers to give updates of services, with the group then feeding back and asking questions. Meetings are held online to allow as many people as possible to attend, with additional face-to-face monthly socials offered. Members are encouraged to offer each other peer support. LEAG members also attend other mental

health workstream meetings to share their lived experience and feed this back to the group, in total over 1000 hours of lived experience representation at meetings, with over 50 opportunities to attend strategic meetings.

The LEAG has worked with our voluntary and community sector partners across the system to challenge decision-making and enhance the visibility of service users and the voluntary organisations that work with them. Working with local council colleagues, we have produced 2 Sussex wide community mental health transformation (CMHT) workshops, as well as workshops for both Brighton and Hove and East Sussex.

“We have found it incredibly helpful and beneficial to work alongside Possability People as part of the work we are doing to support the transformation of mental health services in Sussex. We have worked with the team on the key events, activities, meetings, projects and work connected to the programme.

“[...] Possability People really are a leader in terms of understanding, educating and delivering true coproduction.”

VCSE Mental Health Transformation Team,
Brighton & Hove and East Sussex

We were excited in March 2003 to deliver our Sussex wide Co-production Conference which was attended by over 100 people. Collaborating with Changing Futures Sussex and Capital Project Trust we brought together people with lived experience, carers, professionals, and commissioners.

Pat's story

“Being a LEAG member has been hugely empowering and also positively challenging at the same time. The incredible enormous support, patience and understanding of what was my situation by the Facilitator [...] allowed me to have a glimpse of the outside world.

[...] My world had become small, just the four walls in my flat and detrimental, intrusive thoughts. I simply struggled with all daily activities too. I was suffering from depression associated with very, very low motivation, anxiety and recovering from a severe mental illness diagnosis, schizo-affective disorder. I had no confidence and self-esteem. The past trauma got the better of me. [...].

As I speak today, I currently no longer struggle with any mental health symptoms. I feel well. On reflection, this has been hugely through my journey through coproduction with the LEAG and Mental Health Service Transformation Team and socialisation, tremendous support from my community, family, and friends. From being voiceless and a feeling of being defeated by the world and illness, I developed a voice and felt equipped and empowered to face my life. A glimpse of hope and light at the end of the tunnel. I looked forward to the supportive, friendly and understanding LEAG members every month [...]

As service users in the different advisory groups and with the support of health care providers and Transformation of Services Teams, we have and are successfully mapping out strategies which will ideally suit the service user, carers, and healthcare providers. We work better connected. As an Advisory Group we have positively had the privilege and honour to work with everyone involved in the transformation of Mental Health services.”

Pat, LEAG member

Jo's story

“As someone who both works in healthcare co-production and uses mental health services, the LEAG fascinated me from the get go. Professionally, I know all too well how co-production can revolutionise the way services are run and was keen to see how I could use my own experiences of long-term mental illness to do this. [...]

I've met some brilliant people through the LEAG, and it's been so refreshing to hear new perspectives about service improvement. It's a privilege for people to be willing to be open and vulnerable about their experiences in front of the group [...]

Having a safer space to share our often painful experiences in a constructive way is cathartic. The traditional power imbalance of professionals' voices being valued over patients' is turned on its head by the LEAG - we genuinely work together in partnership. [...]

Jo, LEAG member

Hospital Discharge Support (HDS)

Hospital Discharge Support provides a unique model of hospital discharge support combining access to hospital discharge funding with ongoing personalised assistance to promote independence and well-being.

We collaborate with University Hospitals Sussex, Urgent Community Response services, community health teams, and the community and voluntary sector. Together, we ensure that vulnerable patients get the support they require for a better recovery. This helps reduce unnecessary hospital readmissions, which eases the burden on hospitals and intermediate care services already under strain.

“Possability People is a unique service which has helped me in my role as an occupational therapist to access help and support for patients and clients being discharged from hospital and in the community.

This is a service I recommend to many of my colleagues and patients with confidence and none of us have ever been disappointed.”

Cigdem Ford, Clinical Specialist Occupational Therapist,
East and Central Brighton PCN

The service comprises three projects which work collectively to ensure comprehensive and effective support.

Post Discharge Support is available for individuals aged 55 and over after a recent hospital stay and includes practical solutions for daily life as well as information and advice; this might include providing emergency food shopping, sourcing mobility equipment, advice with housing, and more. This helps individuals transition home successfully, enhance their independence, and prevents hospital readmission by connecting them to community support services.

Our Wellbeing Service is overseen by a part-time volunteer coordinator. We receive lists of patients aged over 55 who have recently left the hospital and reach out to around 100 of these patients each month, inquiring about their well-being post-discharge, assessing if they require additional support, and connecting them with the necessary help or referring them to the appropriate service. Our team of volunteers is expanding to help with client calls and project administration.

Arthur's story

When I made my wellbeing call to Arthur he had been readmitted to hospital with a worsened condition and I spoke to his wife, who was very concerned as she had various health issues of her own and was struggling at home. She raised several issues such as a mice infestation, the need for decluttering and a difficulty in accessing? and preparing food. I then reported these to the HDG team who emailed the hospital, highlighting the concerns and suggesting a referral, which was then made and both HDG and PDS addressed the various issues, which also included repair to their front door, gardening help and advice with benefits.

Hospital Discharge Grants and Handy Person's Grants (part of Brighton & Hove City Council's Disabled Facilities Grants) provide financial assistance and support through the urgent provision of repairs, adaptations, equipment, property deep cleans and so on. This work enables people to return home to a suitable environment swiftly, prevents unnecessary readmission, and promotes independence by ensuring the home environment is appropriate. Beneficiaries can then access the ongoing post-discharge support from our team of link workers. This improves the connection between acute-based health and social care settings and the Community & Voluntary Sector. It provides clear referral pathways for vulnerable people coming out of hospital to the service best able to support them.

As life started to return to normal following the pandemic, routine medical treatment resumed and more patients were admitted to hospital. In previous years when a person was referred to our service, they had just been discharged or would be within 24-48 hours. Due to the challenge of getting care packages in place, we are continuing to see discharge being delayed, despite people being referred to our service. This has meant at times the team has to track patients referred in for between 2-8 weeks, often trying to keep tabs on them as they are transferred between wards and to intermediate care beds.

Not just an administrative challenge, the impact an increased stay in hospital has on people, reduces their confidence, mobility, and independence. Therefore, more of these people require post-discharge support to help rebuild their confidence and skills after hospital. There was a dramatic increase in the number of referrals into the service on last year, with over 3 times as many referrals made compared to the previous 2 years.

- **1565** total patients referred to the service following a hospital admission (21/22 – 463, 20/21 – 440)
- **1003** referrals to the Hospital Discharge Wellbeing Service
- **205** patients accessed Hospital Discharge Grants (21/22 = 187, 20/21 – 83)
- **16** referrals to the Personal Health Grant (21/22 – 3)
- **395** Post Discharge Support (PDS) clients supported to access community-based services (21/22 – 300, 20/21 – 309)

- **115** urgent interventions made into PDS and the Wellbeing service.
- **98** PDS supported referrals into community, voluntary, private, and public sector services.

This has highlighted the lack of reablement support in the community as a critical need Possability People would love to address. Other vital gaps in service to refer our beneficiaries to include low-cost counselling or mental health support (for those who do not meet the threshold of statutory interventions), befriending and increased welling services for people who experience complex mental health and those with substance misuse issues.

Seeking service feedback and evaluation can be challenging for the HDS; their beneficiaries can have memory issues and confusion over what service was provided and from where. We have however endeavoured to capture the key outcome areas based on 452 contacts this includes hospital staff as well as our clients.

- 41% said they were better informed about local services
- 9% said they had improved finance and access to benefits
- 37% felt better supported to live independently
- 13% felt more socially active and engaged

Feedback from clients and families

“I don’t know what I would have done without you”.

“It’s taken the weight off my mind. Thank-you!”

“They were so helpful with advice and help, honestly and truly they were, nice to have people to explain and help you”.

Fred’s story

We came to support Fred who was feeling weakened from surgery, following his discharge for shopping support and domestic tasks. Fred lived alone so we coordinated an emergency supply of food, making sure that he had enough to keep him going, alongside the items that the Red Cross were initially bringing in. At our initial home visit, we identified that Fred’s fridge was not working properly, that it was dank and mouldy inside. It was also apparent that Fred’s shower no longer worked and had been out of action for some time.

We shared these concerns with our wider team on the condition of the property, and with Fred's agreement were able to liaise with the letting agents to highlight the general deterioration of the fridge and shower. Having alerted the housing agent to the need to address repairs, the ball was set in motion by our service, and work began to replace the fridge and the shower.

In addition to organising an emergency shop we also referred Fred along to Impact Initiatives who were able to discuss and plan with Fred a regular food parcel and meal delivery service going forwards.

We then went on to connect Fred to our Advice Service so he could apply for Attendance Allowance, and possibly pension credit, as it was clear that he needed general benefits review now that Fred's mobility had changed.

Fred also shared with us how he had been locked out of his iPad and that he could no longer get online, the iPad was important to Fred as he used it to stay on top of admin and connect with his family abroad. We arranged a referral to help Fred find a replacement, and within a few weeks Fred had a refurbished iPad ready for him to collect from Digital Brighton.

When we last spoke with Fred, he shared how he was happy to be back at home and was especially glad to have a working shower and fridge, and also enjoying the fresh meals from the East Brighton Food Coop each week. Before withdrawing our support, we updated Fred's new social prescriber from his GP surgery, indicating the impact we had made, and updating the social prescriber on the referrals that were still in progress.

Payroll

Payroll and Supported Bank Account services remain vital to disabled people who manage their own care and support. They alleviate the administrative burden of running a payroll service for PAs, such as generating payslips and reporting to HMRC.

The service can also provide a secure, separate bank account for its clients so that care and support payments can be easily managed.

The team has continued with a hybrid model of working, with more time now spent in the office. This has allowed us to increase the number of volunteer shifts, giving opportunities for new volunteers to join us and help support our vital work and we thank them for their continued support.

Many of our clients are in receipt of Direct Payments from the local authority and have a wide range of access needs. As well as providing the payroll service, the team continued to be a trusted source of information and advice, building on the trusted relationships with clients during the pandemic period.

The service supported **944** people throughout the year, an increase of 20% on the previous year.

Possability Place

Possability Place is our fully accessible venue in the Seven Dials area of Brighton. With level access and wide corridors, large accessible toilet, hearing loop and acoustic ceiling, this lovely light and calm space has long been popular with community groups and local organisations.

As covid restrictions lifted and confidence increased we were pleased to see an increase in bookings as confidence and the desire for face-to-face meetings returned.

Hires steadily increased from April onwards, with previous bookers returning but also a growth in new bookers who had tried us for the first time over the pandemic. Our flexible approach and solid covid practices meant we were an attractive venue.

Activities during the year ranged from support groups, social clubs, training, meetings, art therapy, drama rehearsals, parenting groups and dance workshops for those with visual impairments.

8 regular bookers use the venue monthly or weekly meetings in the evening, as well as for 2.5 days during office hours. We also have a range of people booking the space for one-off events or short bursts such as a 6-week course or weekend event.

Revenue for the year was almost double that of 21/22 and higher than any of the previous 5 years.

Musculoskeletal (MSK) Service (formerly 'Right Track')

We provide a social prescribing service to support clinicians at Sussex MSK Partnership. The service gives people time and space to talk about what matters to them and identify the changes they want to make in their lives. We support people by referring or signposting them to community services. We help them to meet the goals they set for themselves, make changes in their lives, and improve their health.

The service returned to face-to-face working this year, with clinics in Crawley, Haywards Heath, Horsham, and Brighton. Telephone and video appointments were also offered.

We have attended team meetings and met with clinicians to promote and explain the service. We have also produced new digital leaflets and information that offer clinicians prompting questions to help determine who is best suited for a referral. We have provided clinicians with appropriate services to direct people to if/when they are in crisis – the social prescribing service is not urgent or emergency support; therefore, it is essential that people in need of this type of support can be directed to it effectively and efficiently.

Social Prescribers have been present in physio and multi-disciplinary team meetings to promote the service and work with clinicians to improve referral pathways. After much promotion of the service within Sussex MSK Partnership, we had fully booked clinics and a list of clients waiting. We continue to monitor this to ensure it remains within acceptable levels. However, the service is clear that it is not an 'urgent' or 'emergency' provision; therefore, beneficiaries are not at risk of harm due to delay.

Social Prescribers have worked with beneficiaries presenting with a broad range of needs and interests including, but not limited to:

- Mental health
- Housing
- Domestic violence
- Financial difficulties
- Employment difficulties
- Social isolation
- Weight management
- Substance misuse
- Pain management

Feedback suggests many people would like to be offered longer appointments as well as opportunities for follow up conversations. However, this remains outside the contract specification.

Steady and strong

In response to feedback from beneficiaries, we continued to develop and adapt the provision of our gentle exercise classes. Running throughout the year, we produced content to allow different exercises each session, rather than repetition and build-up.

A total of **156** tickets have been purchased over 19 exercise classes.

To complement the class, we added 3 more videos to the YouTube channel bringing the total to 11. These videos have had almost 1000 views.

<https://www.youtube.com/@PossabilityPeople>

“Cat is a brilliant trainer, giving us lots of encouragement and support and changing exercises from class to class to keep us (quite literally) on our toes. Undertaking exercises and physio alone can be challenging, so having a regular, welcoming and supportive environment in which to exercise and learn with others is amazing.”

Shopmobility

Our Shopmobility service continues to be popular with residents and visitors alike. With mobility scooters and wheelchairs of all sizes available for hire from just £5 per day, this useful and affordable service is vital to many people.

We have 3 sites across the city with our main site in the Churchill Square shopping centre. Customers can book by phone or email or can drop in to one of our sites.

The service is predominantly staffed by volunteers who clean and maintain our scooters, meet and greet customers, deliver and collect scooters, and take booking details. We were pleased to welcome 2 new volunteers into the service this year whose help has been invaluable. Customers are quick to comment on the friendly and professional service given and we are so grateful to our volunteers for giving their time and energy to help disabled people get out and about.

“Yesterday, I hired a mobility scooter from you in Brighton on a visit to see my daughter. I have to say, it made my day so much more enjoyable, because I could keep up with her and my companion and stopped me from being in pain. The people in the collection/return point were so helpful and friendly I couldn't believe my good fortune. Thank you so much, I hope to see you all there again.”

Shopmobility customer

As we emerged from the aftermath of the pandemic, we saw a strong growth in hires with a 40% increase on the previous year for 511 hires in total. As visitors returned to the city and local people took to getting out more there was a corresponding increase in deliveries and collections, with these increasing by 159% to 381. The delivery and collection service is invaluable for Shopmobility users who are unable to access public transport or other means of getting to our collection points and we have many local people who rely on this service.

“I just wanted to share my thanks and appreciation for providing me with a scooter this week when I visited Brighton. It made the trip absolutely perfect; it's been years since I was able to go where I want without risking a severe [energy] crash. Thanks for all that you do.”

Shopmobility customer

Financial review

The most significant event during the reporting period was the significant increase in inflation to a level not experienced for several decades. The unexpected increases in costs without the ability to increase income by similar amounts resulted in a potential liquidity crisis. However, the charity reacted to this with a complete restructure of the central management team. Together with some staff hours being reduced, while ensuring services continued to operate in accordance with the terms of grants and contracts, and the annual cost of living increase in pay being cancelled, savings in excess of £250,000 per annum have been realised. From September 2023, the charity's monthly losses were stemmed and, going forward, it is expected surpluses will be made to improve the reserves cover of ongoing expenditure.

The principal sources of our income are shown in notes 3 to 5 to the financial statements. Incoming resources during the year increased to £1,633,112 (2022 - £1,555,285).

Our results for the year show an overall deficit of £(46,714); £4,714 surplus from unrestricted funds offset by a deficit of £(51,428) from restricted funds; (2022 - total surplus of £467 of which £50,142 from restricted funds offset a deficit of £(49,675) from unrestricted funds).

A net transfer to restricted funds of £42,331 was required (2022, a £60,086 transfer from restricted funds arose). The final result was an overall deficit of £(37,617) (2022 – surplus of £20,296) to unrestricted funds.

Going Concern

At the time of publication, there is no reason to conclude that our current funds flow will fail to cover the cost of our activities over the 18-24 months from the balance sheet date of 31 March 2023. Consequently, we have no Going Concern issues to report.

Reserves policy

Unrestricted funds held at the year-end were £182,074 (2022 - £219,691). Tangible fixed assets have been written down to £nil, (2022 - £nil). Therefore, the free reserves as defined by the Charity Commission were £182,074, (2022 - £219,691).

The Management Committee has examined the charity's requirements for reserves considering the main risks to the organisation. At the end of 2021/22 a cover of 1.4 months of monthly expenditure by unrestricted funds was deemed to be acceptable. As a consequence of the rapid and unexpected inflation in costs, this was not achieved at the end of 2022/23 with the cover at that point being 1.3. However, as a result of the staffing restructure and pay constraints in 2023/24, it is expected that the cover will

improve from 2022/23 with the intention of returning to, at least, 2 months and preferably 3.

Restricted funds held at the year-end were £56,219 (2022 - £65,316). These funds can only be used for specific purposes as defined by the funders.

The Advice Centre was funded by The Henry Smith Charity, The Ernest Kleinwort Charitable Trust, East Sussex County Council & Brighton & Hove City Council, to provide an advice service for disabled people. At the year-end a reserve of £47,000 (2022 - £42,363) was carried forward following a transfer of £13,705 from general reserves.

Get Involved Group was funded by Brighton & Hove City Council via The Trust for Developing Communities, the National Lottery Community Fund and Brighton & Hove Clinical Commissioning Group (CCG). The Group provides a platform for people with a lived experience of disability, long-term health condition, impairment or mental health condition, and their carers, to have their voices heard on issues that directly affect them. Safe At Home was launched in direct response to the pandemic and connected with isolated, vulnerable disabled people. Overall, a deficit of £(4,486) (2022 - £(11,045)) was incurred on this activity requiring a transfer from unrestricted funds.

The Get Set Opening Doors service is funded by a successful bid to the National Lottery Community Fund. This will see the charity receive almost £400,000 for a four-year programme to support disabled people into work, volunteering or training in Brighton, Hove and across East Sussex. In the current year a deficit of £(17,181) (2022 - £(6,277)) was incurred on this activity requiring a transfer from unrestricted funds.

The Right Track project received additional funding from Sport England and Disability Rights UK for our MSK Social Prescribing service. At the year-end a reserve of £1,614 (2022 - £1,800) was carried forward.

Hospital Discharge Service (formerly Link Back) is funded by:

- NHS Brighton & Hove Clinical Commissioning Group to provide a service that links people to the community, voluntary and private sector services that can enhance their independence and day to day lives on their return home from hospital admissions; and
- Brighton and Hove City Council via their Hospital Discharge Disabled Facilities Grant.

In the current year a deficit of £(858) (2022 - £494 surplus) was incurred on this activity requiring a transfer from unrestricted funds.

A new project, Mental Health Lived Experience (MHLE) provides support for people who have a lived experience of using mental health services to influence decision makers at the year-end a reserve of £2,169 (2022 - £nil) was carried forward.

Shopmobility is funded by Brighton & Hove City Council to provide hire of mobility scooters, powered and manual wheelchairs to visitors and residents of Brighton & Hove. At the year-end a reserve of £5,436 (2022 - £7,931) was carried forward.

At Home is a care & support service run by the charity to generate unrestricted income. A grant was received from the Social Enterprise Support Fund as capital to allow more

clients to be taken on and further develop the service. £12,728 (2022: £nil) was brought forward from grants received in 2021/22 and used in full during 2022/23.

Responsibilities of Board of Trustees

The trustees, who are also the directors of Possability People Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard for the UK and Republic of Ireland'.

Company law requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (Statement of Recommended Practice);
- make judgements and estimates that are reasonable and prudent; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

The Directors who held office at the date of approval of this Directors report confirm that, so far as they are each aware, there is no relevant audit information of which the Company's auditors are unaware; and each Director has taken all the steps that they ought to have taken as a Director to make themselves aware of any relevant audit information and to establish that the Company's auditors are aware of that information.



On behalf of the board of trustees

Linda Elisha

Dated: 19/12/23

POSSABILITY PEOPLE LIMITED
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Independent Auditor's Report to the Members of Possability People Limited

Opinion

We have audited the financial statements of Possability People (the 'parent charity') and its subsidiary (the 'group') for the year ended 31 March 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, 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

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

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

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Independent Auditor's Report to the Members of Possability People Limited
(continued)

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

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the Group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

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

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

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Independent Auditor's Report to the Members of Possability People Limited
(continued)

- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

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

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

Auditor'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 (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the group, parent charitable company and sector, and through discussion with the Trustees and management (as required by auditing standards), we identified the principal risks of non-compliance with laws and regulations. We considered the extent to which non-compliance might have a material effect on the financial statements.

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Independent Auditor's Report to the Members of Possability People Limited
(continued)

We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Statement of Recommended Practice, taxation and pension legislation. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting inappropriate journal entries to increase income to reduce the deficit generated. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations and fraud, and review of the reports made by management; and Assessment of identified fraud risk factors; and
- Assessment of identified fraud risk factors; and
- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the charitable company's internal control.

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Independent Auditor's Report to the Members of Possability People Limited
(continued)

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditors' report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

Use of our report

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

Kreston Reeves LLP

Lucy Hammond FCA BSc (Senior statutory auditor)

for and on behalf of

Kreston Reeves LLP

Chartered Accountants

Statutory Auditor

Brighton

Date: 20 December 2023

POSSABILITY PEOPLE LIMITED
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023

		Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
<u>Income from:</u>	Note				
Donations	3	9,227	5,936	15,163	7,738
Activities for raising funds	4	37,900	-	37,900	26,069
Charitable activities – trading subsidiary	11	296,758	-	296,758	304,024
Charitable activities – parent charity	5	646,212	637,079	1,283,291	1,217,454
Total income		990,097	643,015	1,633,112	1,555,285
<u>Expenditure on:</u>					
Costs of raising funds					
Marketing and advertising	6	1,451	-	1,451	2,699
			-		2,699
Charitable activities					
Trading subsidiary	11	244,664	-	244,664	228,833
Parent charity	6	739,268	694,443	1,433,711	1,323,286
		983,932	694,443	1,678,375	1,552,119
Total expenditure		985,383	694,443	1,679,826	1,554,818
Net income for the year		4,714	(51,428)	(46,714)	467
Gross transfers between funds	19	(42,331)	42,331	-	-
Net movement in funds		(37,617)	(9,097)	(46,714)	467
Fund balances at 1 April 2022		219,691	65,316	285,007	284,540
Fund balances at 31 March 2023		182,074	56,219	238,293	285,007
				2023	2022
				£	£
(Deficit) / Surplus attributable to Possability People Limited				(98,808)	(74,724)

All activities are classed as continuing. There are no recognised gains or losses other than those reported on the Statement of Financial Activities.

The notes on pages 40 to 53* form part of these financial statements.

POSSABILITY PEOPLE LIMITED
(A Company Limited by Guarantee)

CONSOLIDATED BALANCE SHEET

AS AT 31 MARCH 2023

	Note	2023		2022	
		£	£	£	£
Fixed assets					
Tangible assets	13		-		-
			<hr/>		<hr/>
			-		-
Current assets					
Debtors	15	218,191		151,897	
Cash at bank and in hand		126,257		234,170	
		<hr/>		<hr/>	
		344,448		386,067	
Creditors: amounts falling due within one year	16	(106,155)		(101,060)	
		<hr/>		<hr/>	
Net current assets			238,293		285,007
Total assets less current liabilities			<hr/>		<hr/>
			238,293		285,007
Income funds					
Restricted funds	19		56,219		65,316
Unrestricted funds	19		182,074		219,691
			<hr/>		<hr/>
			238,293		285,007
			<hr/>		<hr/>

The Charity's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The Trustees consider that the Charity is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the Charity to obtain an audit for the year in question in accordance with section 476 of the Act. However, an audit is required in accordance with section 151 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees on19/12/23..... and signed on their behalf, by:



Linda Elisha

Trustee

Company Registration No. 05706441

The notes on pages 40 to 53* form part of these financial statements.

POSSABILITY PEOPLE LIMITED
(A Company Limited by Guarantee)

CHARITY BALANCE SHEET

AS AT 31 MARCH 2023

		2023		2022	
	Note	£	£	£	£
Fixed assets					
Tangible assets	13		-		-
Investments	14		2		2
			<u>2</u>		<u>2</u>
Current assets					
Debtors	15	192,244		144,541	
Cash at bank and in hand		74,492		142,053	
		<u>266,736</u>		<u>286,594</u>	
Creditors: amounts falling due within one year	16	<u>(79,723)</u>		<u>(76,782)</u>	
Net current assets			<u>187,013</u>		<u>209,812</u>
Total assets less current liabilities			<u>187,015</u>		<u>209,814</u>
Income funds					
Restricted funds	19		56,219		65,316
Unrestricted funds	19		130,796		144,498
			<u>187,015</u>		<u>209,814</u>

The Charity's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The Trustees consider that the Charity is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the Charity to obtain an audit for the year in question in accordance with section 476 of the Act. However, an audit is required in accordance with section 151 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees on19/12/23..... and signed on their behalf, by:



Linda Elisha

Trustee

Company Registration No. 05706441

The notes on pages 40 to 53* form part of these financial statements.

POSSABILITY PEOPLE LIMITED
(A Company Limited by Guarantee)

CONSOLIDATED CASH FLOW STATEMENT

AS AT 31 MARCH 2023

	Notes	2023 £	2022 £
Net cash (used by) / provided by operating activities	22	(107,913)	(53,630)
		<hr/>	<hr/>
(Decrease) / Increase in cash		(107,913)	(53,630)
Cash and cash equivalents at the beginning of the year		234,170	287,800
		<hr/>	<hr/>
Cash and cash equivalents at the end of the year		126,257	234,170
		<hr/>	<hr/>

POSSABILITY PEOPLE LIMITED (A Company Limited by Guarantee)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Statutory information

Possability People Limited is a charitable private company, limited by guarantee, registered in England and Wales. The charitable company's registered number and registered office address and principal place of business can be found on the Legal and Administrative information page.

2 Accounting policies

2.1 Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Possability People Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy. Accounting policies have been consistently applied.

The Statement of Financial activities (SOFA) and Balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line-by-line basis.

No separate SOFA has been presented for the Charity alone as permitted by section 408 of the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

2.2 Group financial statements

These financial statements consolidate the results of the charity and its wholly owned subsidiary Possability People Trading Limited.

The charity has taken advantage of the exemption contained within section 408 of the Companies Act 2006 not to present its own Income and expenditure account.

2.3 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. This statement is made with full recognition of the actual and potential continued future financial impact arising from the COVID-19 pandemic. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements and have no material uncertainty.

POSSABILITY PEOPLE LIMITED
(A Company Limited by Guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

2 Accounting policies (continued)

2.4 Income

All income is included in the Statement of Financial Activities when the charity is legally entitled to the income, the amount can be quantified with reasonable accuracy and receipt is probable. The subsidiary is VAT registered.

Grant income is recognised over the period for which it is granted.

Donations and gifts are recognised when receivable.

Subsidiary income is derived from services to clients with Direct Payments budgets and small employers' payroll services. Additionally, there is licence fee income from use of proprietary software. All income is recognised when invoiced.

Investment income is recognised when receivable.

Other incoming resources are recognised when receivable.

2.5 Government Grants

Grants of a revenue nature are recognised in the Statement of Financial Activities in the same period as the related expenditure. During the year the company received assistance from the coronavirus job retention scheme.

2.6 Expenditure

Expenditure is analysed as follows:

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support the activities of the charity.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity. They are included within the support costs of the charity.

All costs are allocated between expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned based on estimated usage as a proportion of directly attributable expenditure. Expenditure is provided for when a legal or constructive obligation exists and includes irrecoverable value added tax within the item of expense to which it relates.

POSSABILITY PEOPLE LIMITED
(A Company Limited by Guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

2 Accounting policies (continued)

2.7 Tangible fixed assets and depreciation

It is the policy of the charity to capitalise items exceeding £2,500 in cost. Expenditure below this level is taken to the Statement of Financial Activities as incurred.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment	3 years straight line
Fixtures, fittings & equipment	6 years straight line
Specialist equipment	4 years straight line

2.8 Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

2.9 Cash at bank and in hand

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

2.10 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

2.11 Investments

Fixed asset investments are not stated at market value, due to the lack of market information. The trustees have elected to value the investment at cost.

2.12 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2.13 Pensions

The charity operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

2.14 Accumulated funds

Unrestricted general funds comprise those amounts received for use at the discretion of the trustees in the furtherance of the general objectives of the charity.

Restricted funds are subject to specific conditions imposed by donors and includes monies raised for specific projects.

POSSABILITY PEOPLE LIMITED
(A Company Limited by Guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

3 Donations

	Unrestricted funds	Restricted funds	Total 2023
	£	£	£
Donations	9,227	5,936	15,163
	Unrestricted funds	Restricted funds	Total 2022
	£	£	£
Donations	2,714	5,024	7,738

4 Income from activities for raising funds

	Unrestricted funds	Restricted funds	Total 2023
	£	£	£
Shopmobility	9,420	-	9,420
Fund Generation	28,481	-	28,481
	37,901	-	37,901
	Unrestricted funds	Restricted funds	Total 2022
	£	£	£
Shopmobility	6,806	-	6,806
Fund Generation	19,263	-	19,263
	26,069	-	26,069

POSSABILITY PEOPLE LIMITED
(A Company Limited by Guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

5 Income from charitable activities

	Unrestricted funds	Restricted funds	Total 2023
	£	£	£
Income received	646,212	637,079	1,283,291
	<hr/>	<hr/>	<hr/>
	Unrestricted funds	Restricted funds	Total 2022
	£	£	£
Income received	685,133	532,321	1,217,454
	<hr/>	<hr/>	<hr/>
Included within income received are the following:			
		2023	2022
		£	£
<u>Unrestricted funds</u>			
At Home		571,212	456,149
Here		75,000	75,000
DWP		-	134,368
Sussex Community Foundation		-	19,616
		<hr/>	<hr/>
		646,212	685,133
		<hr/>	<hr/>
<u>Restricted funds</u>			
Brighton & Hove City Council		25,061	67,681
Brighton & Hove CCG		-	21,391
NHS Sussex ICB		68,529	-
Brighton & Hove City Council - Shopmobility		26,100	26,100
Edward Kleinwort Trust		3,000	2,500
The Henry Smith Charity		44,300	40,700
Trust For Developing Communities		23,000	23,000
Moneyworks		9,777	16,573
Hospital Discharge Service project		179,250	156,787
National Lottery Community Fund		109,252	107,309
Disability Rights		-	2,410
East Sussex County Council		30,000	65,000
Versus Arthritis		4,986	-
Southdown Housing Association		41,500	-
Police and Crime Commissioner for Sussex		10,000	-
Social Enterprise Support Fund		37,324	-
Garfield Weston Foundation		25,000	-
Sport England		-	2,870
		<hr/>	<hr/>
		637,079	532,321
		<hr/>	<hr/>

POSSABILITY PEOPLE LIMITED
(A Company Limited by Guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

6 Expenditure

	Staff costs £	Depre- ciation £	Other costs £	Total 2023 £
Costs of generating funds				
Marketing and advertising	-	-	1,451	1,451
Charitable activities				
Parent charity activities undertaken directly	1,133,970	-	89,465	1,223,435
Parent charity support costs	141,602	-	72,356	213,958
Trading subsidiary activities undertaken directly	151,199	-	23,282	174,481
Trading subsidiary support costs	18,881	-	47,620	66,501
	<u>1,445,652</u>	<u>-</u>	<u>232,723</u>	<u>1,678,375</u>
Total expenditure	1,445,652	-	234,174	1,679,826
	Staff costs £	Depre- ciation £	Other costs £	Total 2022 £
Costs of generating funds				
Marketing and advertising	-	-	2,699	2,699
Charitable activities				
Parent charity activities undertaken directly	974,914	-	86,255	1,061,169
Parent charity support costs	170,487	-	94,775	265,262
Trading subsidiary activities undertaken directly	138,103	-	22,385	160,488
Trading subsidiary support costs	24,151	-	41,049	65,200
	<u>1,307,655</u>	<u>-</u>	<u>244,464</u>	<u>1,552,119</u>
Total expenditure	1,307,655	-	247,163	1,554,818
Analysis of support costs (including Governance costs)				2023
				£
Wages and salaries				160,483
Legal and professional				22,941
General office and administration				77,846
Vehicle and travel				6,389
Governance costs:				
Audit and accountancy fees				12,500
Other services provided by auditors				300
				<u>280,459</u>

POSSABILITY PEOPLE LIMITED
(A Company Limited by Guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

	2022
	£
Wages and salaries	194,638
Legal and professional	29,069
General office and administration	93,142
Vehicle and travel	3,834
Governance costs:	
Audit and accountancy fees	9,480
Other services provided by auditors	300
	330,462

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year. The charity paid travel and training costs on behalf of 2 (2022 – 3) trustees totalling £239 (2022: £1,052).

8 Employees

Employment costs	2023	2022
	£	£
Wages and salaries	1,311,264	1,199,126
Social security costs	101,977	80,184
Other pension costs	32,411	28,345
	1,445,652	1,307,655

The average number of persons employed by the charity during the year was **79** (2022: 70). One individual's emoluments were in the range of £60,000 - £69,999, (2022: £60,000 - £69,999 - 1).

The key management personnel of the charity consists of the Chief Officer, with the total employee benefits being **£64,817** (2022: £64,903). This figure includes employers' national insurance and also employer's pension contribution.

9 Taxation

The Charity is a registered charity and is exempt from taxation on income applied for charitable purposes under section 505(1) of the Income and Corporation Taxes Act 1988.

10 Auditors' remuneration

The auditors' remuneration amounts to an audit fee of £11,000 (2022: £6,780).

POSSABILITY PEOPLE LIMITED
(A Company Limited by Guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

11 Trading activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Subsidiary trading income	296,758	-	296,758	304,024
Subsidiary trading expenses	245,482	-	245,482	228,834
	<u>51,276</u>	<u>-</u>	<u>51,276</u>	<u>75,190</u>

In 2022, of the net income from trading activities £75,190 was to unrestricted funds and £nil was to restricted funds.

12 Net income/(expenditure)

	2023 £	2022 £
This is stated after charging:		
Depreciation of tangible fixed assets owned by the charity	-	-
	<u>-</u>	<u>-</u>

13 Tangible fixed assets - Charity and Group

	Computer equipment £	Specialist equipment £	Fixtures, fittings & equipment £	Total £
Cost				
At 1 April 2022	26,028	30,463	25,543	82,034
At 31 March 2023	<u>26,028</u>	<u>30,463</u>	<u>25,543</u>	<u>82,034</u>
Depreciation				
At 1 April 2022	26,028	30,463	25,543	82,034
Charge for the year	-	-	-	-
At 31 March 2023	<u>26,028</u>	<u>30,463</u>	<u>25,543</u>	<u>82,034</u>
Net book value				
At 31 March 2023	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
At 31 March 2022	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

POSSABILITY PEOPLE LIMITED
(A Company Limited by Guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

14 Fixed asset investments - Charity

	Shares in group undertaking
	£
Cost at 31 March 2022 and 31 March 2023	2
Historical cost:	
At 31 March 2022	2
At 31 March 2023	2

Subsidiary undertaking

The principal activity of the subsidiary company is that of providing support services to disabled people.

Name	Class of shares	Holdings
Possability People Trading Limited (07961915)	£1 Ordinary	100%

15 Debtors

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Trade debtors	169,533	114,518	107,010	59,652
Other debtors	37,470	22,841	30,270	16,441
Amounts owed by group undertakings	-	-	46,064	56,036
Prepayments	11,188	14,538	8,900	12,412
	218,191	151,897	192,244	144,541

16 Creditors: amounts falling due within one year

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Trade creditors	7,988	4,284	5,876	2,332
Taxes and social security costs	45,435	17,627	25,616	-
Other creditors	16,332	12,105	16,331	10,556
Accruals	36,400	67,044	31,900	63,894
	106,155	101,060	79,723	76,782

POSSABILITY PEOPLE LIMITED
(A Company Limited by Guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

17 Pension and other post-retirement benefit commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund.

Defined contribution

	2023	2022
	£	£
Contributions payable by the company for the year	32,411	28,354

Pension contribution commitments at the year-end amounted to **£5,473** (2022: £nil).

18 Share capital

The charity is a company limited by guarantee and therefore without a share capital. No one member has overall control of the charity.

Liability is limited to £1 per member.

19 Statement of funds

Statement of funds – current year

	Balance at 1 April 2022	Movement in funds			Balance at 31 March 2023
	£	Income £	Expenditure £	Transfers £	£
Unrestricted funds					
General funds	144,498	693,340	(739,902)	32,860	130,796
PPTL Reserves	75,193	296,758	(245,482)	(75,191)	51,278
	<u>219,691</u>	<u>990,098</u>	<u>(985,384)</u>	<u>(42,331)</u>	<u>182,074</u>

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2022	Movement in funds			Balance at 31 March 2023
	£	Income £	Expenditure £	Transfers £	£
Restricted funds – current year					
Advice centre	42,363	123,574	(132,642)	13,705	47,000
Get Involved	-	51,000	(55,468)	4,468	-
Mental Health Lived Experience	-	70,029	(67,860)	-	2,169
At Home	12,728	41,824	(60,671)	6,119	-
Get Set Opening Doors	-	134,252	(151,433)	17,181	-
Right Track	1,800	4,986	(5,172)	-	1,614
Hospital Discharge Service	494	191,250	(192,602)	858	-
Shopmobility	7,931	26,100	(28,595)	-	5,436
	<u>65,316</u>	<u>643,015</u>	<u>(694,443)</u>	<u>42,331</u>	<u>56,219</u>

**POSSABILITY PEOPLE LIMITED
(A Company Limited by Guarantee)**

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

19 Statement of funds (continued)

Details of each fund's activities:

Advice Centre provides an advice service for disabled people.

Get Involved Group provides a platform for people with a lived experience of disability, long-term health condition, impairment or mental health condition, and their carers, to have their voices heard on issues that directly affect them.

Get Set Opening Doors (Continuing Employment Service) supports disabled people and people with long term health conditions or impairments (including mental health conditions) to overcome the barriers they might face in getting a job.

Mental Health Lived Experience provides support for people who have a lived experience of using mental health services to influence decision makers.

Right Track supports people to find and engage in suitable exercise classes and health related activities, Right Track also refers to a variety of other areas, including, but not limited to: disability advice; carer support; money and debt management; housing and adaptations; nutrition; travel; mental health; social and peer support groups; hobbies and interests; advocacy; employment advice and support; volunteering; and specialist services such as domestic abuse or family mediation.

Hospital Discharge Service is a service that links people to the community, voluntary and private sector services that can enhance their independence and day to day lives on their return home from hospital admissions.

Shopmobility is funded by Brighton & Hove City Council to provide hire of mobility scooters, powered and manual wheelchairs to visitors and residents of Brighton & Hove.

At Home is a care service which is run as a social enterprise. It enables disabled people to stay independent and safe at home.

POSSABILITY PEOPLE LIMITED
(A Company Limited by Guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Statement of funds – prior year

	Balance at 1 April 2021	Movement in funds			Balance at 31 March 2022
	£	Income £	Expenditure £	Transfers £	£
Unrestricted funds					
General funds	99,442	713,916	(799,051)	130,191	144,498
PPTL Reserves	70,107	304,024	(228,833)	(70,105)	75,193
	<u>169,549</u>	<u>1,017,940</u>	<u>(1,027,884)</u>	<u>60,086</u>	<u>219,691</u>

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2021	Movement in funds			Balance at 31 March 2022
	£	Income £	Expenditure £	Transfers £	£
Restricted funds					
Advice centre	20,330	162,435	(140,402)	-	42,363
Get Involved	-	59,272	(70,317)	11,045	-
COVID-19 Community Relief	77,408	-	-	(77,408)	-
At Home	-	31,562	(18,834)	-	12,728
Get Set Opening Doors	-	95,909	(102,186)	6,277	-
Right Track	1,344	5,280	(4,824)	-	1,800
Hospital Discharge Service	3,147	156,787	(159,400)	-	494
Shopmobility	12,762	26,100	(30,931)	-	7,931
	<u>114,991</u>	<u>537,345</u>	<u>(526,934)</u>	<u>(60,086)</u>	<u>65,316</u>

POSSABILITY PEOPLE LIMITED
(A Company Limited by Guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

20 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fund balances at 31 March 2023 are represented by:			
Tangible fixed assets	-	-	-
Current assets	288,229	56,219	344,448
Creditors: amounts falling due within one year	(106,155)	-	(106,155)
	<u>182,074</u>	<u>56,219</u>	<u>238,293</u>
Fund balances at 31 March 2022 are represented by:			
Tangible fixed assets	-	-	-
Current assets	320,751	65,316	386,067
Creditors: amounts falling due within one year	(101,060)	-	(101,060)
	<u>219,691</u>	<u>65,316</u>	<u>285,007</u>

21 Commitments under operating leases

At 31 March 2023 the company had total commitments under non-cancellable operating leases payable as follows:

	Land and buildings		Other	
	2023	2022	2023	2022
	£	£	£	£
Within one year	3,894	3,572	2,393	4,372
Between two and five years	-	-	9,572	-
	<u>3,894</u>	<u>3,572</u>	<u>11,965</u>	<u>4,372</u>

22 Net cash (outflow)/inflow from operating activities

	2023	2022
	£	£
Net income/(expenditure)	(46,714)	467
Increase/(decrease) in creditors	5,095	(22,939)
Decrease in debtors	(66,294)	(31,158)
	<u>(107,913)</u>	<u>(53,630)</u>

23 Analysis of changes in net debt

	At 1 April 2022	Cash flows	At 31 March 2023
	£	£	£
Cash at bank and in hand	234,170	(107,913)	126,257
	<u>234,170</u>	<u>(107,913)</u>	<u>126,257</u>

**POSSABILITY PEOPLE LIMITED
(A Company Limited by Guarantee)**

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

24 Related parties

For the financial year ended 31 March 2023 the company had no disclosable related party transactions.