

Charity Registration No. 1114435

Company Registration No. 05706441 (England and Wales)

**POSSABILITY PEOPLE LIMITED
(PREVIOUSLY KNOWN AS BRIGHTON AND HOVE FEDERATION OF
DISABLED PEOPLE)**

TRUSTEES' REPORT AND CONSOLIDATED ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2016

CHARITY COMMISSION
FIRST CONTACT

30 DEC 2016

ACCOUNTS
RECEIVED

POSSABILITY PEOPLE LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Management Committee	Christine Lawrence (Chair) Sophie Reilly Kathy Goddon Shoshana Ruth Pezaro Iain Bristow Benet Middleton Andrew Devon Maddy Hamp Linda Elisha (Co-opted)
Patron	The Rt Hon The Earl of Snowdon GCVO RDI FSAID
Chief Officer	Geraldine Des Moulins
Charity number	1114435
Company number	05706441
Registered office & Principal address	Montague House Montague Place Brighton East Sussex BN2 1JE
Auditors	Russell New Limited The Courtyard Shoreham Road Upper Beeding Steyning West Sussex BN44 3TN
Bankers	CafCash Limited Kings Hill West Malling Kent ME19 4TA The Co-operative Bank P O Box 250 Delf House, Southway Skelmersdale WN8 6WT

POSSABILITY PEOPLE LIMITED

CONTENTS

	Page
Trustees' report	1 - 12
Statement of trustees' responsibilities	13
Report of the Independent Auditors	14 - 15
Consolidated statement of financial activities	16
Consolidated balance sheet	17
Charity balance sheet	18
Consolidated cash flow statement	19
Notes to the accounts	20 - 29

POSSABILITY PEOPLE LIMITED

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2016

The trustees are pleased to present their annual report together with the financial statements of the charity for the year ending 31 March 2016 which are also prepared to meet the requirements for a 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 2015).

Structure, governance and management

The organisation is a charitable company limited by guarantee (05706441), incorporated on 13th of February 2006 and registered as a charity (1114435) on 31st May 2006 & originally registered 27th 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 at that time 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 disabled volunteer representatives (75% are Disabled People). 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:

Sophie Reilly - Chair	Re- elected 21.10.15
Iain Bristow	Elected 14.01.13 and Resigned 28.08.15
Maddy Hamp	Elected 03.12.13
Benet Middleton	Elected 03.12.13 and Resigned 26.04.15
Andrew Devon	Re-elected 21.10.15
Kathy Goddon	Elected 05.12.14
Shoshana Ruth Pezaro	Elected 05.12.14
Christine Laurence	Elected 05.12.14

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 members of the Management Committee give their time voluntarily and received no benefits from the charity. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

POSSABILITY PEOPLE LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

Recruitment and Appointment of the Board of Trustees

Trustee recruitment is guided by the Equality and Diversity Policy through fair and transparent recruitment procedures as outlined in the Trustee Recruitment Pack. The essential requirements for trustees are listed in the role description and personal specification. The Charity Commission's guide "The Essential Trustee" is distributed to all new trustees along with the Memorandum and Articles and the latest financial statements.

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.

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

Day to Day Responsibility

We have a Central Management Team supported by an Offices and Resources Co-ordinator.

The Central Management Team consists of:

Chief Officer - Responsible for: Strategy and Business Development

Finance Officer - Responsible for: Central Finance, Payroll and Supported Bank Accounts.

Services and Volunteer Officer - Responsible for Possability People's service provision.

Projects & Innovation Officer - Responsible for current and the development of new projects

Social Care Personalisation Officer – Responsible for: Direct Payment and related support services

Pay policy for senior staff

The board of directors, who are the organisations trustees, and the Chief Officer are the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All Trustees give of their time freely and no trustee received remuneration in the year. Details of trustee's expenses and related party transactions are disclosed in note 11 to the accounts. The pay of the senior staff is reviewed annually and normally increased in accordance with changes to National Joint Council (NJC) pay-scales.

Risk Management

The Management Committee has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated twice a year. Where appropriate, systems or procedures have been established to manage the risks the charity faces.

The single biggest risk to the charity is the pressure on budgets in the public sector. We have already seen cuts to contracted budgets and have been warned that these reductions will be applied year on year, the percentages of these cuts vary from contract to contract. This market is volatile and is not easy to predict as budget setting is agreed late in the financial year, which further exposes the organisation to risk. To mitigate this risk we are continually looking for other opportunities to diversify our offer.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to manage exposure to the major risks.

POSSABILITY PEOPLE LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

Objectives and activities

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.

Our Vision

A society where anything is possible regardless of ability.

Our Mission Statement

We give people access to the right information with the right support to enable personal choice.

Quality

Ensuring we are able to deliver our aims and objectives Possability People has achieved a number of Quality MarksPqasso

In July 2012 Possability People achieved accreditation for it's Practical Quality Assurance System (Pqasso) Level 1, (Charities Evaluation Service externally accredited award).

The auditor's comments were:

"The organisation has very strong and transparent practices in place"

PQASSO is the leading quality standard developed for the third sector, by the sector. Quality standards are a set of specific, concise statements and associated measures.

Within Pqasso all services are subject to internal quality and performance monitoring and have demonstrated that they have met various indicators across 12 quality areas.

We also operate under the following quality frameworks:

- The Disability Symbol: 'positive about disabled people'.
- The Advice Quality Standard (AQS): advice/benefits/casework
- Stem - Environmental Management System
- CHAS - The Contractors Health and Safety Assessment Scheme
- Investing in Volunteers
- Social Care Commitment
- Our Continuing Independence Agency is registered with the Care Quality Commission (Provider ID is 1-599615911)

POSSABILITY PEOPLE LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

Accessible Premises

The organisation operated support services from six accessible sites.

East Brighton: Montague House, Somerset Street, Brighton, BN2 1JE

West Brighton: Snowdon House, 3 Rutland Gardens, Hove BN3 5PA

Central Brighton 1: Grenville Street, Brighton, BN1 2RF

Central Brighton 2: Churchill Square Car Park 1 Parking Level P3 Regency Road
BN1 2RF

North Brighton: Possability Place 14 Windlesham Avenue, Brighton, BN1 3AH

Hastings Office HVA Jackson Hall, Portland Place TN34 1QN

How our activities deliver public benefit

Our main activities and who we help are described below. 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 33 organisation and 25 individuals.

Possability People has 35 members of staff and 80 volunteers.

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

Our Projects, Services and Activities

Volunteering

Possability People's volunteers provide 252 hours of work per week, which is the equivalent of £102, 866.40 per year if paid the Brighton Living Wage

We have secured the Volunteering England Investing in Volunteers Quality Mark. This Quality Mark will increase our ability to access other funding streams in the future. This will contribute to the future sustainability of the volunteer support structure.

Over the last year we have focussed on increasing the numbers of disabled people volunteering their time, skills and experience both with Possability People and throughout the County. We have done this through raising awareness of the Disability Action Alliance Volunteer Charter and exploring how volunteer opportunities can be open to all.

POSSABILITY PEOPLE LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

We have signed up over 50 Brighton based volunteer-involving organisations to the Disability Action Alliance Volunteer Charter to promote their accessibility to potential volunteers. We have delivered three workshops on the subject of accessible volunteering, in Mid-Sussex, to volunteer-involving organisations. We are in the process of bidding for funds to develop this activity in East Sussex and have made positive connections with the Voluntary Actions and Volunteer Centres across the County.

We monitor and evaluate our volunteer's journey and achievements enabling us to learn and make improvements to our management and support of volunteers.

Volunteers are at the centre of all our activities. We provide volunteers with peer supporters so they are able to cascade knowledge and processes, supporting and training one another, which will again produce a sustainable support structure for the future.

Disability Advice Centre

The Brighton and Hove Disability Advice Centre is an independent service for anyone who requires information and advice about disability related matters. It is a service for disabled people of all ages, living or working in Brighton and Hove, with either visible or invisible impairments. The service is also available to anyone caring for, or assisting a disabled person, or for workers in related fields. We are open 30 hours a week Monday to Friday.

The service operates from Montague House and offers the following services:

- Information and Advice on a wide range of disability matters.
- A Telephone & Appointment Service. The centre is fully accessible, small and friendly. It is staffed by trained volunteers (many of whom have personal experience of disability).
- Help with filling in forms, such as Benefits Claim Forms e.g. Disability Living Allowance, Attendance Allowance, and Incapacity Benefit.
- A Support Service. This may include writing a letter to or phoning a service or organisation on your behalf, or helping you to present your case in some way - with your permission to do so.
- An Information Library of books, leaflets, brochures, etc. and a database of disability groups and services which can be consulted during opening hours.

Demand for the service continues to increase year on year;

- The DAC received **3862 enquiries** this year and supported over **2300 clients**. This is a 15% increase on last year and just over half of which are new clients accessing the service.
- On average the service receives **350 enquires** a month this is a 21.5% increase on last year.
- Over 60% of these enquiries are benefits related.
- The average number of drop-ins is **108 per month**. This is a 5% increase on last year.
- We offer on average **80 1:1 appointments** a month. This is a 16% increase on last year.

POSSABILITY PEOPLE LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

City Wide Connect

With government funding for health and social care reducing and demand for services increasing, the care sector, in its broadest sense, needs to find innovative ways of supporting more people with less money. Citywide Connect has developed a solution focused programme that prevents societal issues from escalating into acute needs. The programme has focussed on tackling social isolation.

Since 2014, it has brought together agencies from the public sector, community and voluntary sector, faith organisations, emergency services, social enterprises and the private and independent health and care sectors. Through events and outreach work, it has enabled people from different sectors to learn from each other and create innovative, cost effective ways of delivering services. More vulnerable, socially isolated older people have improved health and wellbeing without the need for acute, more costly services.

Loneliness and social isolation have significant effects on health and wellbeing. Lonely people are more likely to visit their GP, require accident and emergency services, and nursing or residential care sooner. These are expensive interventions which don't solve the problems people are facing in their lives.

The programme's use of action pledges has provided a simple and inspirational way of ensuring collaborative action is taken between Citywide Connect (CWC) partners from different sectors to address these needs. Not only that, they have been a catalyst for trusting relationships and new collaborations to develop. Professionals often see the person through the prism of their own sector; Citywide Connect has provided opportunities for them to step outside of their own worlds to better understand the bigger picture and the combined impact

The Citywide Connect community is motivated around a shared goal that organisations working in isolation would struggle to achieve.

Organisations involved in the programme are asked to pledge an action after each gathering. There have been hundreds of pledges made by individuals working across sectoral boundaries, (for example, decision makers, commissioners, frontline staff, businesses and community activists). These solution focussed pledges have created a cultural change which has had an enormous impact in the city to tackle the problem of social isolation.

Get Involved!

The Get Involved! Group, its community engagement project, aims to represent the views of people with a lived experience of disability, impairment, physical or mental health issues. It has 155 members.

Get Involved! Is all about getting disabled people involved in helping to change the local community for the better, working with public authorities to improve the way in which services are delivered to disabled people. The project is funded by Brighton and Hove City Council and NHS Brighton, but covers the whole range of community services from the built environment, transport, community justice, health services and awareness in the community, as well as any other issues by disabled people themselves.

The Get Involved! team organise regular Get Involved Groups (GIGs) where disabled people and representatives from public authorities can work together to identify problems facing disabled people in Brighton and Hove, and develop solutions to ensure disabled people can participate equally in the community.

The Get Involved! Project also provides an informal networking service, allowing disabled people to connect with each other at meetings and online via the forum, as well as through other social networking sites such as Twitter. These networking opportunities give disabled people the opportunity to make connections with others in the community, with the chance to make new friends and plan social events.

POSSABILITY PEOPLE LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2015

The Get Involved! team have a well-developed consultation policy for Possability People which outlines how we will engage with public authorities throughout Brighton and Hove. The policy provides for proactive involvement with our funding authorities through the get involved groups, which plays a leading role in monitoring the implementation of their respective disability equality schemes. In order to provide a service for GIG participants, we also seek to work reactively with non-funding public authorities, addressing issues that are raised in our focus groups. In the future, we hope to expand the number of public authorities funding the Get Involved Project, so that we can extend the proactive involvement model.

Shopmobility

Shopmobility, its low-cost mobility scooter and wheelchair hire scheme, is available in three city wide locations. It had 832 hires.

Shopmobility hires out wheelchairs and electric mobility scooters, at low cost, to help people get out and about in Brighton & Hove. Full instruction and training is given on how to use the equipment. Wheelchairs or scooters can be collected from our premises or, we can meet people at the bus stop. We also deliver and collect to and from local hotels.

The project is part-funded by Brighton & Hove City Council and the offices are provided by Standard Life who own Churchill Square Car Park where the project is situated.

After a period of consultation with service users, in April 2015 we launched two additional sites, Providence Place Car Park, London Road, Brighton BN1 4GE and service users can also collect scooters from our head office at Montague House in Kemp Town. They also have the option of having it delivered to a convenient location or meeting a volunteer at one of our city centre locations. This phone call can be made minutes before leaving the house, so spontaneity is still possible, or it could be weeks in advance of a planned visit.

The new system has been well received by all our Shopmobility service users.

Link Back

This is a pilot project funded for 1 year.

The aim of Link back is to build stronger links between acute based health and social care staff and the Community and Voluntary sector, thereby improving pathways to community services for people being discharged from the Royal Sussex Hospital. Hospital based health and social care staff do not have the time, nor the knowledge of the Community and Voluntary Sector, to signpost patients to appropriate community services and activities. To facilitate the work Possability has employed a Community Link Specialist to work on the hospital wards using the social prescribing as the model.

The benefits of social prescribing for patients are that it:

- provides specialist local knowledge to enable speedy referral to local services
- provides information and advice needed to reduce loneliness and social isolation
- enhances local connections which improves health and well being
- supports health and lifestyle change
- improves self-esteem and confidence
- connects people to their neighbour

POSSABILITY PEOPLE LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

Advocacy

Possability People's Advocacy Service provides a free, confidential, independent and accessible service to adults with a physical and/ or sensory impairment including people who are Deaf or hard of hearing across Brighton & Hove.

The service is staffed by our Advocacy Officer and a team of Volunteer Advocates. The service is overseen by the Volunteer and Services Officer. The Advocacy Officer recruits, trains and provides ongoing support and supervision to the Volunteer Advocates. This includes quarterly one-to-ones and six weekly team meetings.

The impact of Welfare Reform has shaped the type of advocacy support needed by disabled people locally. We are providing support with medical assessments for all major disability benefits and support to prepare for and representation at tribunal hearings. Alongside this there is an increasing need for people to access support of an advocate with service gaps and unmet need exacerbated by public sector cuts.

Demand for the service continues to increase year on year;

The service received 79 enquiries between April to March 2014/15 this year between April to February 2015/16 we have received 183 enquiries. This is a 132% increase.

We offer on average 70 1:1 appointments/ home visits a year. This is a 21% increase on last year.

Direct Payments Support Service (DPSS)

The Possability People is proud to have been the Direct Payment (DP) Service provider in Brighton and Hove since 1998 and in East Sussex since 2014. We actively promote Direct Payments as a safe, viable and affordable model. The Direct Payment Support service provides a range of support and tools to enable service users to stand the best chance of "getting it right first time". The 'menu' of support users can choose from includes:

- Act as a point of initial contact in accessing personal budgets/direct payments - explaining how the scheme works, discussion of concerns and issues with the service user
- Advice on managing payments, budgeting, taking on staff i.e. recruitment; advertising; interviewing
- Assistance with placing advertisements for PAs (including on PA Noticeboard)
- Support in arranging interviews
- Advice and support about council/health trust requirements & service user responsibilities
- Advice Pack (i.e. guidance in whatever format/language required on all aspects of managing the personal budget/direct payment scheme)
- Ongoing advice, information and support
- Identifying and mitigating risks
- Support and training for relevant council/health trust staff
- Assistance with reviews
- Providing outcome focussed solutions
- Support in designing interview questions and selection process
- Vetting (i.e. references and Criminal Records Bureau checks)
- Issuing contracts of employment
- Providing Payroll, Disclosure Barring Checks and Supported accounts
- PA Noticeboard

POSSABILITY PEOPLE LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

Continuing Independence Agency

Consultation with service users identified that in some cases people did not want to take on the responsibility of becoming an employer but would like to benefit from the choice and control that Direct Payments offers. Therefore, we have registered Continuing Independence as a service with the Care Quality Commission to meet this gap.

The aim of the Continuing Independence service is to enable disabled adults to be in control of their own support at home. This may include people with learning disabilities, people who use mental health services and people with dementia. It could include people who need input from a family member or friend in order to manage their support. We support people who wish to use self directed care but who do not want to take on all the responsibility of being an employer. We provide a personalised, user-directed home care service. The ethos of the service is to promote independent living and to enable disabled people to exercise choice and control in their lives.

It is particularly suitable for people who are moving from a direct payment for social care to Continuing Healthcare but is not restricted to that group. The tasks undertaken vary according to the needs and preferences of the user but can include help both in and outside the person's home, with daily activity such as washing, eating, taking exercise, taking medicine, travelling, working, looking after pets.

Counselling

Possability People's Counselling Service is open to disabled people, their families, friends and carers. The service is open Monday to Friday operated from Montague House.

The counselling service offers up to 12 week contracts within a Humanistic Integrative Model

All counsellors are qualified or in their final year of training and share a fundamental philosophy with the Social Model of Disability, i.e. that if the societal and environmental needs of the individual are met then a more rewarding and fulfilling life is experienced.

Each individual client is viewed as a whole person, not a 'condition' and as the person best qualified on how the societal and environmental barriers impact on their lives and those of their families (to whom the service also offers counselling if requested).

Through the safety of the therapeutic relationship, clients are encouraged to explore their individual needs and experience to develop a deeper understanding and awareness of empowerment and choice.

J2E Journey to Employment

J2E is an innovative person-centred approach to the support disabled people back into employment. We are delivering a flexible and responsive project, tailored to the service user's needs.

The cornerstone of the programme is an initial guided conversation with the participant which allows us to identify their career goals and aspirations, personal barriers, training needs and other details. This will inform every other stage of their journey and also allow us to develop an employment related support plan. The support plan is key to ensuring that both project staff and participant know what is expected, and the steps that are needed to be taken for goals to be met.

This work is supported by a network of organisations who are able to provide work shadowing opportunities and we are able to use the reputation of our organisation within the City and our employer engagement work in this project to broker additional opportunities for work experience.

POSSABILITY PEOPLE LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

Right Track

The Right Track project aims to link people with musculoskeletal conditions, and their carers, into support in the community. The aim of the project is to learn about the needs and opportunities of people experiencing these conditions. This will help us to recommend a range of ways we can support more people in the community to become more active, by doing what matters to them.

Right Track is being funded by local NHS provider Sussex MSK Partnership Central. The project is part of their commitment to support people to manage their condition and be in control of their health, both when receiving services and in the community.

Right Track is collaboration between community and voluntary sector partners in Brighton & Hove and Mid Sussex, Horsham and Crawley: Possability People, the Carers Centre, National Osteoporosis Society (NOS), Age UK (West Sussex), Carers Support (West Sussex), Crawley Ethnic Minority Partnership, and Independent Lives.

The National Rheumatoid Arthritis Society (NRAS) is working with Sussex MSK Partnership Central to develop courses which will support people with Rheumatoid Arthritis (RA) to manage their condition.

Possability Place

Possability People had the opportunity to be a partner with Brighton and Hove City Council and the Guinness Trust in a bid to the Department of Health for extra care housing specifically for physically disabled people. It was agreed that upon completion of the development that Possability People would manage the space.

The site is proving to be a popular and affordable venue in a good central location for people to access.

Website and Social Media and E-Letter

Our website has approximately 9000 hits each month; its Facebook page has 800 likes, it has 11800 Twitter follows, and its monthly newsletter has over 1500 subscribers. Possability People had developed its social media strategy so that it uses the media intelligently. The intention is to enhance service user involvement with the organisation, attract new members, and to increase engagement with the wider community with regard to disability and local issues.

This site is growing daily and is now considered our shop window. The site is able to give up-to-date information about all our services, projects, activities and events. The website also includes news articles on local and national disability issues which are promoted to members and the local community.

Since May 2013 Possability People has been distributing our E-Letter named *The Independence* via mail chimp which has proved to be a tremendous success in keeping stakeholders up to date with all the organisations new developments and achievements.

Digital Services

PA Noticeboard, an online job vacancy board for people seeking PAs and PAs seeking work. This makes a significant contribution to workforce development in the city.

POSSABILITY PEOPLE LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

The Accessible City Guide is our on-line information guide for disabled people visiting, living and working in Brighton & Hove. It's available through our website As well as reviews on hotels, restaurants, cafes and tourist attractions, we include local information around accessibility. All of the reviews are written by our Volunteer Team based on their personal experiences of visiting the City's venues and attractions. We're adding to the Guide all of the time, giving readers up-to-date information about local accessibility.

Its Local Actually is our database of free or low cost activities in Brighton and Hove. It is for people who want to get out and about more, meet new people or just want to know what's going on in the area. All people have to do is put in a keyword or your post code and it will find an activity in the local area.

Financial review

We continue to work hard to boost our unrestricted income through social enterprise activity such as Payroll and Administration Services. The surplus arising from this activity has enabled us to reinvest in services where our members identify a need. The percentage of funding that is unrestricted has increased again this year, and 32% of our income came from social enterprise.

In March 2016, we were supporting 428 people with Supported Bank Accounts and 383 people with Direct Payments payroll schemes.

Reserves policy

The Management Committee has examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be 3 months of expected expenditure. Monthly budgeted expenditure for 2016/16 17 is £100,000 approximately and therefore the target is £300,000 in general funds. The present level of free reserves available to the charity of £143,815 therefore falls significantly short of this target level. Although the strategy is to continue to build reserves through planned operating surpluses, the Management Committee is well aware that it is unlikely that the target range can be reached for at least five years. In the short term the Management Committee has also considered the extent to which existing activities and expenditure could be curtailed, should such circumstances arise.

Responsibilities of Board of Trustees

Company law requires the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the management committee should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis.

The Board is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The Board is also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

POSSABILITY PEOPLE LIMITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

Board Members

Board members are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out on page 1 of the report.

K. H. Goddon

On behalf of the board of trustees

Kathy Goddon

Dated: 19.12.2016

POSSABILITY PEOPLE LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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;
- 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.

POSSABILITY PEOPLE LIMITED

REPORT OF THE INDEPENDENT AUDITORS

TO THE MEMBERS OF POSSABILITY PEOPLE LIMITED

We have audited the accounts of Possability People Limited for the year ended 31 March 2016 set out on pages 16 to 29. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102, 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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

Respective responsibilities of trustees and auditors

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of Possability People Limited for the purposes of company law, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the accounts

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the accounts.

In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on accounts

In our opinion the accounts:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2016 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 including Financial Reporting Standard 102, 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Report for the financial year for which the accounts are prepared is consistent with the accounts.

POSSABILITY PEOPLE LIMITED

INDEPENDENT AUDITORS' REPORT (CONTINUED)

TO THE MEMBERS OF POSSABILITY PEOPLE LIMITED

Matters on which we are required to report by exception

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

- the information in the Trustees' Report is inconsistent in any material respect with the accounts or;
- the parent charitable company has not kept adequate sufficient accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company accounts are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; 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' exemption in preparing the Trustees' Report, Strategic Report or in preparing the Report of the Directors.



Mr Mark Cummins FCCA (Senior Statutory Auditor)

for and on behalf of Russell New Limited

Statutory Auditors

The Courtyard

Shoreham Road

Upper Beeding

Steyning

West Sussex

BN44 3TN

Dated: 21 December 2016

POSSABILITY PEOPLE LIMITED

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2016

		Unrestricted funds £	Restricted funds £	Total 2016 £	Total 2015 £
<u>Income from:</u>	Notes				
Income from:					
Donations		21,078	-	21,078	3,542
Activities for raising funds	3	39,596	-	39,596	39,939
Trading subsidiary	10	232,753	-	232,753	214,056
Investments - interest received		-	-	-	1,259
Charitable activities	4	458,400	421,937	880,337	542,946
Total income		751,827	421,937	1,173,764	801,742
<u>Expenditure on:</u>	5				
Costs of raising funds					
Trading subsidiary	10	216,785	-	216,785	134,362
Marketing and advertising		18,959	-	18,959	298
		235,744	-	235,744	134,660
Charitable activities		479,725	433,231	912,956	727,808
Total expenditure		715,469	433,231	1,148,700	862,468
Net income/(expenditure) for the year		36,358	(11,294)	25,064	(60,726)
Gross transfers between funds	15	(16,067)	16,067	-	-
Net movement in funds		20,291	4,773	25,064	(60,726)
Fund balances at 1 April 2015		165,825	17,064	182,889	243,615
Fund balances at 31 March 2016		186,116	21,837	207,953	182,889

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

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006. All activities are classified as continuing.

POSSABILITY PEOPLE LIMITED

CONSOLIDATED BALANCE SHEET

AS AT 31 MARCH 2016

		2016		2015	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	9		42,301		31,306
Investments	10		-		-
			<u>42,301</u>		<u>31,306</u>
 Debtors	11	58,316		78,799	
Cash at bank and in hand		187,249		143,905	
		<u>245,565</u>		<u>222,704</u>	
Creditors: amounts falling due within one year	12	(79,913)		(71,121)	
 Net current assets			<u>165,652</u>		<u>151,583</u>
 Total assets less current liabilities			<u>207,953</u>		<u>182,889</u>
 Income funds					
Restricted funds	15		21,837		17,064
Unrestricted funds			186,116		165,825
			<u>207,953</u>		<u>182,889</u>

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006.

The accounts were approved by the Board on

19th October 2016

K. H. Goddon

Kathy Goddon

Trustee

Company Registration No. 05706441

POSSABILITY PEOPLE LIMITED

CHARITY BALANCE SHEET

AS AT 31 MARCH 2016

	Notes	2016 £	£	2015 £	£
Fixed assets					
Tangible assets	9	42,301		31,306	
Investments	10	2		2	
		<u>42,303</u>		<u>31,308</u>	
Current assets					
Debtors	11	95,754		195,259	
Cash at bank and in hand		137,560		13,064	
		<u>233,314</u>		<u>208,323</u>	
Creditors: amounts falling due within one year	12	(67,664)		(56,742)	
Net current assets		<u>165,650</u>		<u>151,581</u>	
Total assets less current liabilities		<u>207,953</u>		<u>182,889</u>	
Income funds					
Restricted funds	15	21,837		17,064	
Unrestricted funds		186,116		165,825	
		<u>207,953</u>		<u>182,889</u>	

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006.

The accounts were approved by the Board on 19 October 2016

K. H. Goddon
Kathy Goddon
Trustee

Company Registration No. 05706441

POSSABILITY PEOPLE LIMITED

CONSOLIDATED CASH FLOW STATEMENT

AS AT 31 MARCH 2016

	Notes	2016 £	£	2015 £	£
Net cash used in operating activities	18		67,073		18,724
Cash flows from investing activities					
Purchase of property, plant and equipment		(23,729)		(6,951)	
Proceeds from sale of investment		-		1,000	
Cash provided by/(used in) investing activities			(23,729)		(5,951)
Increase in cash			43,344		12,773
Cash and cash equivalents at the beginning of the year			143,905		131,132
Cash and cash equivalents at the end of the year			187,249		143,905

	B/fwd £	Cashflow £	Other non-cash changes £	C/fwd £
Cash at bank and in hand	143,905	43,344	-	187,249

POSSABILITY PEOPLE LIMITED

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2016

1 Statutory information

Possability People Limited is a charitable company, limited by guarantee, registered in England and Wales. The charitable company's registered number and registered office address 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 (FRS102) (effective 1 January 2015) – Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) 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 note(s). There are no material uncertainties about Possability People Limited's ability as a going concern.

2.2 Reconciliation with previous Generally Accepted Accounting Principles

In preparing the accounts the Trustees have considered whether in applying the accounting policies required by FRS102 and the Charities SORP (FRS102) the restatement of comparative items was required. No restatement of comparative items was required.

2.3 Group financial statements

These financial statements consolidate the results of the charity and its wholly owned subsidiary Possability People Trading Limited. A separate Statement of Financial Activities, or income and expenditure account, for the charity itself is not presented because the charity has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

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.

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

Donations and gifts are recognised when receivable.

Investment income is recognised when receivable.

Other incoming resources are recognised when receivable.

2.5 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.

POSSABILITY PEOPLE LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

2 Accounting Policies

(continued)

2.5 Expenditure (continued)

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.

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.

2.6 Tangible fixed assets and depreciation

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	33% reducing balance
Fixtures, fittings & equipment	15% reducing balance basis and 33% on cost
Specialist equipment	25% reducing balance

2.7 Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments. The Trustees seek to use short and medium term deposits where possible to maximise the return on monies held at the bank and to manage cash flow.

2.8 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.

2.8 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.

2.9 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. £1,943 was outstanding at the year end (2015: £2,010).

2.10 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.

2.11 Taxation

The parent company is a registered charity (number: 1114435). All of the charity's income falls within the exemptions set out in part 11 of the Corporation Tax act 2010.

POSSABILITY PEOPLE LIMITED
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

3 Activities for raising funds

	2016	2015
	£	£
Counselling	1,907	1,130
Shopmobility	9,064	8,369
Fund Generation	28,625	30,440
	<u>39,596</u>	<u>39,939</u>

4 Charitable activities

	Unrestricted funds	Restricted funds	Total	Total
	£	£	2016	2015
	£	£	£	£
Income received	<u>458,400</u>	<u>421,937</u>	<u>880,337</u>	<u>542,946</u>
Included within income received is the following:				
<u>Unrestricted funds</u>				
Continuing Independence Service			168,484	4,609
City Wide			102,889	-
BICS			128,451	-
Advocacy			38,576	-
Brighton & Hove City Council			20,000	20,000
South East Wellbeing Consortium			-	6,221
			<u>458,400</u>	<u>30,830</u>
<u>Restricted funds</u>				
Brighton & Hove City Council			235,221	206,306
Brighton & Hove NHS			-	33,323
Brighton & Hove City Council - Shopmobility			37,336	32,440
Skills for Care			-	32,430
South East Wellbeing Consortium			-	27,436
Other Funders			1,750	8,889
City Wide			-	97,833
In Control			-	10,000
Advocacy			-	38,576
BICS			-	19,341
Moneyworks			9,658	5,542
Henry Smith Foundation			37,800	-
Link back project			41,917	-
Journey 2 Employment			48,500	-
EQT			9,755	-
			<u>421,937</u>	<u>512,116</u>

POSSABILITY PEOPLE LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

4 Charitable activities (continued)

Following a detailed review of the charity's income streams and the classification between unrestricted and restricted funds, some previously restricted funding is now shown as unrestricted funding.

5 Expenditure

	Staff costs £	Depreciation £	Other costs £	Total 2016 £	Total 2015 £
Costs of generating funds					
Trading subsidiary	137,961	-	78,824	216,785	134,362
Marketing and advertising	-	-	18,959	18,959	298
Total	137,961	-	97,783	235,744	134,660
Charitable activities					
<u>Charitable activities</u>					
Activities undertaken directly	719,958	12,734	180,264	912,956	727,808
	857,919	12,734	278,047	1,148,700	862,468

Governance costs, included within charitable activity costs include £7,920 (2015: £7,920) for audit and accountancy fees and £4,984 (2015: £2,032) for other services provided by our auditors.

6 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year. The charity paid travel costs on behalf of four (2015 – four) trustees totalling £877 (2015: £1,028).

POSSABILITY PEOPLE LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

7 Statement of financial activities comparative funds – year ended 31 March 2015

	Unrestricted funds £	Restricted funds £	Total 2015 £
<u>Income from:</u>			
Donations	3,542	-	3,542
Activities for raising funds	39,939	-	39,939
Trading subsidiary	214,056	-	214,056
Investments – interest received	1,259	-	1,259
Charitable activities	30,830	512,116	542,946
Total income	289,626	512,116	801,742
<u>Expenditure on:</u>			
Costs of raising funds			
Trading subsidiary	134,362	-	134,362
Marketing and advertising	298	-	298
	134,660	-	134,660
Charitable activities	165,838	561,970	727,808
Total expenditure	300,498	561,970	862,468
Net income/(expenditure) for the year/net movement in funds	(10,872)	(49,854)	(60,726)
Fund balances at 1 April 2014	176,697	66,918	243,615
Fund balances at 31 March 2015	165,825	17,064	182,889

POSSABILITY PEOPLE LIMITED
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

8 Employees

Employment costs	2016	2015
	£	£
Wages and salaries	778,421	571,929
Social security costs	58,520	44,631
Other pension costs	20,978	13,019
	857,919	629,579

The average number of persons employed by the charity during the year was 52 (2015: 35). No individual's emoluments were greater than £60,000.

The key management personnel of the charity consist of the Chief Officer, with the total employee benefits being £48,915 (2015: £47,583).

9 Tangible fixed assets - Charity and Group

	Computer equipment	Specialist equipment	Fixtures, fittings & equipment	Total
	£	£	£	£
Cost				
At 1 April 2015	51,161	30,463	51,814	133,438
Additions	9,505	-	14,225	23,730
At 31 March 2016	60,666	30,463	66,039	157,168
Depreciation				
At 1 April 2015	39,737	24,042	38,353	102,132
Charge for the year	6,977	1,605	4,153	12,735
At 31 March 2016	46,714	25,647	42,506	114,867
Net book value				
At 31 March 2016	13,952	4,816	23,533	42,301
At 31 March 2015	11,424	6,421	13,461	31,306

POSSABILITY PEOPLE LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

10 Charity fixed asset investments

	£
Cost at 31 March 2015 and 31 March 2016	2
Historical cost:	
At 31 March 2016	2
At 31 March 2015	2

Holdings of more than 20%

The company holds more than 20% of the share capital of the following companies:

Company	Country of registration or incorporation	Shares held	
		Class	%
Subsidiary undertakings			
Possability People Trading Limited	UK	Ordinary	100

The aggregate amount of capital and reserves and the results of these undertakings for the last relevant financial year were as follows:

		Capital and reserves	Profit/(loss) for the year
	Principle Activities	£	£
Possability People Trading Limited (previously known as Fed Trading Limited)	Providing services to disabled people.	2	-

Possability People Trading Limited is incorporated in England & Wales and provides payroll and supported bank account services to disabled people. During the year Possability People Trading Limited made sales of £232,753 (2015: £214,056) and purchases of £78,824 (2015: £134,362) which are shown in the Statement of Financial Activities. Also during the year donations were made from Possability People Trading Limited to the charity of £15,903 (2015: £40,835) and office expenses of £53,911 (2015: £38,969) were charged by Possability People Limited. These have been eliminated on consolidation.

POSSABILITY PEOPLE LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

11 Debtors

	Group		Charity	
	2016	2015	2016	2015
	£	£	£	£
Accrued Income	-	1,561	-	1,561
Trade debtors	49,327	66,870	31,266	48,345
Amounts owed by group undertakings	-	-	55,499	134,985
Prepayments	8,989	10,368	8,989	10,368
	<u>58,316</u>	<u>78,799</u>	<u>95,754</u>	<u>195,259</u>

12 Creditors: amounts falling due within one year

	Group		Charity	
	2016	2015	2016	2015
	£	£	£	£
Trade creditors	16,776	30,293	15,058	27,747
Taxes and social security costs	8,351	8,433	-	-
Other creditors	15,680	16,510	15,680	16,510
Accruals	39,106	14,302	36,926	10,902
Deferred income	-	1,583	-	1,583
	<u>79,913</u>	<u>71,121</u>	<u>67,664</u>	<u>56,742</u>

13 Pension and other post-retirement benefit commitments

Defined contribution

	2016	2015
	£	£
Contributions payable by the company for the year	<u>20,978</u>	<u>13,019</u>

14 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.

POSSABILITY PEOPLE LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

15 Restricted funds

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 2015	Income	Movement in funds		Balance at 31 March 2016
	£	£	Expenditure	Transfers	£
Advocacy	7,926	2,040	(9,966)	-	-
City Wide	123	-	(123)	-	-
Counselling	-	1,755	(12,510)	10,755	-
Direct Payments (B&HCC)	-	164,704	(164,704)	-	-
Disabled advice centre (DAC)	596	87,071	(73,605)	-	14,062
Get Involved	7,526	28,859	(33,734)	-	2,651
Into work	-	48,500	(53,812)	5,312	-
Link back	-	41,917	(36,793)	-	5,124
ShopMobility	893	37,336	(38,229)	-	-
Other	-	9,755	(9,755)	-	-
	<u>17,064</u>	<u>421,937</u>	<u>(433,231)</u>	<u>16,067</u>	<u>21,837</u>

Details of each fund's activities are disclosed in the Trustees Report.

The transfers above represent shortfalls on project funding.

16 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fund balances at 31 March 2016 are represented by:			
Tangible fixed assets	42,301	-	42,301
Investments	-	-	-
Current assets	223,728	21,837	245,565
Creditors: amounts falling due within one year	(79,913)	-	(79,913)
	<u>186,116</u>	<u>21,837</u>	<u>207,953</u>

POSSABILITY PEOPLE LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2016

17 Commitments under operating leases

At 31 March 2016 the company had total commitments under non-cancellable operating leases as follows:

	Land and buildings		Other	
	2016	2015	2016	2015
	£	£	£	£
Payable:				
Within one year	11,125	10,000	3,282	2,632
Between two and five years	40,000	40,000	9,847	-
In over five years	80,000	90,000	3,282	-
	<u>131,125</u>	<u>140,000</u>	<u>16,411</u>	<u>2,632</u>

18 Net cash (outflow)/inflow from operating activities

	2016	2015
	£	£
Net income/(expenditure)	25,064	(60,726)
Depreciation charge	12,735	9,520
Increase in creditors	20,482	21,515
Decrease in debtors	8,792	48,415
	<u>67,073</u>	<u>18,723</u>