

Company number: 6492606

Charity number: 1125537 (England & Wales)

SC039848 (Scotland)

# People's Health Trust

Report and financial statements

For the year ended 30 September 2023

# People's Health Trust

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### For the year ended 30 September 2023

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Reference and administrative information

For the year ended 30 September 2023

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Company number	6492606
Country of incorporation	United Kingdom
Charity number	1125537 (England and Wales) SC039848 (Scotland)
Registered office and operational address	2 Bath Place Rivington Street London EC2A 3DR

**Trustees** Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Jenny Edwards CBE (Chair)  
Jacqueline Lodge (Deputy Chair)  
Paul Ballantyne (Scotland)  
Leandra Box  
Andrew Bickerdike (appointed 3 April 2024)  
Professor Elizabeth Dowler  
Ranjeet Kaile (appointed 3 April 2024)  
Shelagh Kirkland ACA (appointed 29 October 2023)  
Joe Leigh CPFA & FCCA (resigned 9 October 2023)  
Rory MacLean (appointed 21 December 2023)  
Nicola McCallum (Scotland) (appointed 21 December 2023)  
Thomas McIlravey  
Barbara Simmonds FCA (retired 30 May 2023)  
Duncan Stephenson (resigned 11 December 2023)  
Shavannah Taj (Wales)

**Key management personnel** John Hume, Chief Executive Officer  
Max Rutherford, Director of Grant Programmes  
Nicola Brian (on maternity leave from 16 March 2022 to 24 January 2023), Director of Engagement  
Dr Lisa Doyle (interim from 28 February 2022 to 30 September 2023), Director of Engagement and Influencing  
Dr Matthew Sowemimo (from 4 December 2023), Director of Policy and Communications  
Elaine Battson FCCA, Director of Finance and Operations

**People's Health Trust**

**Reference and administrative information**

**For the year ended 30 September 2023**

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<b>Bankers</b>	National Westminster Bank plc Charities and Education Team Commercial and Corporate Banking 1st Floor 440 Strand London WC2R 0QS
<b>Solicitors</b>	Bates Wells LLP 10 Queen Street Place London EC4R 1BE
<b>Auditor</b>	Sayer Vincent LLP Chartered Accountants and Statutory Auditor 110 Golden Lane LONDON EC1Y 0TG

The trustees present their report and the audited financial statements for the year ended 30 September 2023.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

## Objectives and activities

### Purposes and aims

The object of the charitable company is the promotion of health for the public benefit by increasing and supporting sustainable health equality in and for disadvantaged communities and groups across England, Scotland and Wales.

The Trust undertakes this work because of its ambition to take action on the causes of ill-health and shortened lives for some of the most marginalised people in England, Scotland and Wales.

The Trust aims to achieve this ambition by:

- listening to and supporting marginalised groups to speak out about their experience of health inequalities;
- building evidence and practice around what works to address health inequalities;
- speaking clearly and boldly on the avoidable inequalities in health faced by marginalised people;
- developing as a diverse, equitable and inclusive organisation and funder.

The trustees review the strategic aims, objectives and activities of the charity every three years. This helps the trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes. This report looks at the charity's achievements and the outcomes of its work in the reporting period, the first year of the Trust's Strategic Plan for 2022/25. The trustees report the progress of each key activity and the benefits the charity has brought to people that it supports.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

## Achievements and performance

2022/23 represented year one of the Trust's three-year strategic plan (2022/25), one that commits the Trust to taking action on the causes of ill-health and shortened lives for the most marginalised people in England, Scotland and Wales.

Four new strategic objectives were developed, underpinned by an 'enabler' that sets out the Trust's intention to ensure it is a strong organisation fit for the future and able to support greater health equity.

The Trust was able to continue its charitable work primarily due to the continued support of the 6 Community Interest Companies (CICs) which run the 12 society lotteries through The Health Lottery. The Trust remains grateful to The Health Lottery and to the Community Interest Companies for their ongoing, vital contribution.

**Strategic Objective One: We will listen to and support marginalised groups to speak out about their experience of health inequalities.**

Over the year, the Trust deepened its commitment to communities experiencing the greatest social and economic disadvantage, and worked collaboratively to further amplify the voices of those most affected by health inequality to ensure they are heard by decision-makers.

Through its networks of funded partners, an extensive programme of capacity building support, evaluation and grant funding, the Trust gathered and utilised evidence that demonstrates the ways in which communities are addressing the social and economic causes of ill-health and early death.

### Grant making policy

The Trust received restricted donations from six Community Interest Companies (CICs) operating society lotteries during the year enabling it to deliver its funding programmes for charities and community groups, allocated within the defined and published geographical areas across Great Britain. Each CIC focuses upon two specific communities of geographical interest co-terminous with multiple local authority boundaries.

The Trust funds local work addressing the 'social and economic determinants of health' - the building blocks that affect life expectancy and quality of health. These can include jobs and income; community power; social connections; local environment; local economies; housing; education and skills; digital inclusion; food security; and discrimination. A fundamental belief of the Trust is that decisions about communities should be taken by those most impacted, so control and social connections remain foundational aims in all of the Trust's funding.

The Trust invested funding in neighbourhoods which experience the greatest disadvantage as identified by targeting neighbourhoods in the top 30% of the Index of Multiple Deprivation (IMD), Scottish Index of Multiple Deprivation (SIMD) and Welsh Index of Multiple Deprivation (WIMD).

It also supported projects working with specific communities of interest, people who have a shared identity or experiences that are likely to experience significant health inequalities and discrimination. These include groups that are protected under the Equality Act 2010 because of age, disability, race, sex, sexual

orientation, gender, gender reassignment, religion, or belief; and people who share a particular identity of common experience, for example ex-offenders, D/deaf people, young carers, tenants, care leavers, and people who have experienced homelessness.

The Trust operated two grant programmes during 2022/23: Active Communities, Local Conversations, and developed a new strand of work, Homes for Health (more detail can be found under the Grant Programmes section below). It also developed plans for a new funding programme, the Health Justice Fund, informed by direct consultation and engagement with stakeholders including current and previous funded partners, which was approved by the board in September 2023 and was launched soon after. The Health Justice Fund provides a route through which communities experiencing the sharp end of health inequalities can work with the Trust on a range of priorities, using their experience and practice, to improve health for the long term.

### **Review of activities**

#### **Grant Programmes**

During 2022/23 the Trust incurred costs of £4,430,760 (2022 - £4,359,064) across its main funding programmes.

<b>Programme</b>	<b>2022/23 Total £</b>	<b>2021/22 Total £</b>
Active Communities	3,461,581	3,634,735
Local Conversations	305,394	572,001
Living Wage	50,000	0
Capacity Building	37,468	82,751
Homes for Health	567,285	0
<b>Total value of grant commitments</b>	<b>4,421,728</b>	<b>4,289,487</b>
Research	9,032	69,576
<b>Total</b>	<b>£4,430,760</b>	<b>£4,359,063</b>

During the financial year 2022/23, the Trust made 160 (2022 - 152) grants across all of its programmes which benefitted approximately 35,028 local people (2022 - 27,343). Since it started awarding grants in 2011, and up to 30 September 2023, the Trust had made 3,853 (2022 - 3,693) grants which have benefitted over 679,992 local people (2022 - 644,964). Details of the range of projects funded can be found on the website at [www.peopleshealthtrust.org.uk](http://www.peopleshealthtrust.org.uk) and in the Trust's [annual review](#).

87% (2022 - 90%) of the respondents of the Trust's 2023 annual stakeholder survey reported that they found the Trust's application process easy to some or a large extent, 90% (2022 - 95%) felt that the Trust's monitoring requirements were proportionate to some or a large extent, and 93% (2022 - 96%) felt that an appropriate level of support is offered on grant management.

The Trust delivers a highly relational approach to its grant-making. In addition to providing direct grant management support through its Partnership Officers, it supports funded partners with an extensive programme of capacity building support and access to thematic and regional networks (see below). Funded partners play a key role in helping to influence and shape the Trust's programmes, policy priorities and campaigns, informing evidence gathering, providing data for research projects, and contributing insight to policy and public affairs work. This operating model, enabling deep collaboration between the Trust and its funded partners, is integral to the success of the Trust's strategic priorities and mission as a charity.

**Active Communities** is a funding programme that has been running since 2012 and opened for the final time towards the end of 2023. It was open for applications in different areas of Great Britain at different times of the year. The programme funded projects that put local people in control of ideas that address the social and economic reasons for poor health and early death. It opened to people living in neighbourhoods featuring in top 30% on IMD and those who identify as a community of interest. A wide variety of activities was funded through the Active Communities programme during the year, focusing on activities that foster stronger links and ties within communities and build collective power, both of which are foundational social determinants of health. Emerging trends and themes arising from funded partners that the programme has responded to through the Trust's funding included the cost-of-living crisis, mental health needs, housing and access to good work. The Trust also supported many organisations led by and for communities with protected characteristics, who are more likely to experience marginalisation and discrimination, including carers, people with learning disabilities, racially minoritised communities, refugees and people seeking asylum.

Under the Active Communities programme, the Trust provided funding of between £5,000 and £40,000 for up to two years. £3,461,581 was committed through this programme during the year (2022 - £3,634,735). The average grant award was £ 29,234.68 (2022 - £27,285.18). Since programme inception in 2012, 379,916 people (2022 - 361,425) have or are directly benefitting from the programme. Each Board meeting receives an update on the programme.

**Local Conversations** is a funding programme that has been a ten-year investment in specific places in England, Scotland and Wales. It is designed to enable people to take control over decisions and action to make their neighbourhoods better places to grow, live, work and age, and to improve their health and wellbeing. The Local Conversation usually takes place over neighbourhoods of between 4,000 and 12,000 people. The funding is awarded to a non-profit organisation in each neighbourhood which supports residents to identify community-wide priorities and exert increasing influence over decisions that have an impact on them and their families' lives.

In mid-2022, trustees agreed to fund a final year for Local Conversations projects in 2023, ending in January 2024. During 2022/23, the Trust supported the projects to work on sustainability plans through bespoke capacity building support and grant management, network events and learning reports. The Trust also made grants totalling £305,394 (2022 - £572,001) to 12 remaining Local Conversations projects. Two of these were based in neighbourhoods in Wales, two were in Scotland and eight were in England.

The programme evaluation found it had achieved many of its core aims, including increased social connections and the amount of control that people have - at an individual and collective level - over their



lives and communities. It provides the resources and wider support to enable long term and deep engagement to take place across a neighbourhood.

Six Local Conversations partners were invited to apply for strategic grants for specific influencing or evidence projects that would build on the structures and local findings or gaps, to be completed in 2024. Four such grants were awarded in 2022/23.

**Homes for Health** was launched in September 2023. It is a 21-month pilot programme and collaboration between the Trust and experts from housing, community, and racial justice civil society organisations, delivering projects that respond to the growing problem of unfit private and social rented homes and their effects on tenants' physical and mental health. At the centre of the work are marginalised people whose intersecting identities make them more likely to experience poor mental and physical health caused by their sub-standard homes and insecure tenancies.

Homes for Health provides grant funding, resources and training, and facilitates a supportive network of peers to help to find practical, on-the-ground solutions, as well as encouraging action by decision-makers. The programme looks at how poor health and wellbeing arising from housing conditions can be tackled through local action and influencing decision-makers and landlords. Through nearly £600,000 in grant funding, the Trust has funded ten projects across England, Scotland and Wales. These projects use a combination of community organising, collective action and campaigning to improve tenant knowledge on housing rights, increase tenant voice, and improve housing conditions, standards and security which impact health. Most of the projects are focusing on racially minoritised communities in their local area, including Roma people, refugees and people seeking asylum, and people who are more likely to experience discrimination because of their ethnicity, and several of the funded partners bring specialist expertise.

The Trust worked with people with first-hand experience of poor health related housing, academics and sector specialists in developing the programme. An independent advisory group continues to support the programme. The Trust has commissioned an independent evaluation team to formally measure the impact of the work, which will involve training and working with local community researchers.

**Living Wage** - the Trust continues its support of the real Living Wage movement, recognising that fair pay for good work is an important determinant of health. This year, the Trust supported the development of Living Wage places, which enabled the campaign to work in towns and cities to encourage and secure adoption of the real Living Wage on a city-wide and strategic basis. The Trust is a Living Wage Employer and continued its work as a founding member of the Living Wage Funders mark and chair of the Third Sector Committee (driving up low pay in the third sector). The Trust is a member of the Living Wage Advisory Council. As in previous years, in 2022/23 the Trust met the costs of increases in the Living Wage to existing grant holders and proactively offered this to projects where staff funded through the Trust's grant are close to or below the Real Living Wage rate. The Trust also funded research led by the Universities of Warwick and Lancaster to explore the direct links between paying the living wage and the effects on health.

**Capacity building programme** - during 2022/23 the Trust invested £37,468 (2021 - £82,751) in activities aimed at strengthening the organisations it funds. This included training on fundraising, safeguarding, volunteer recruitment, and tailored engagement support for Local Conversation projects. Training was

offered to all funded partners, including for the first time to previously funded organisations whose grants ended within the last year.

The Trust's capacity building offer received a huge response from funded partners. 66 sessions were delivered between November 2022 to September 2023, with 448 training spaces fully utilised, and 201 unique attendees from 120 funded partner organisations. This year's offer was reported as hugely valuable to funded partners, many of whom cited the training as key to their future sustainability in their end of funding reports.

**Strategic Objective Two: We will build evidence and practice around what works to address health inequalities.**

The Trust undertook a range of activities in 2022/23 to build evidence and practice around what works to address health inequalities. The aim is to ensure the identification of extensive learnings about the impact of our projects and then plough this information into the development of the programmes.

**Evaluation**

One of the Trust's main mechanisms for building evidence and best practice on what works is through the evaluation partnership with Social Life (a specialist researcher in community projects). The Trust surveyed 1,803 people involved in the Active Communities and Local Conversations projects, examining areas around reduced social isolation; physical health mental health and well-being. The evaluation evidence provides important insight into the impact programmes have on project participants and local communities. In 2022/23 the Trust conducted two further waves of evaluation, which included evidence from over 862 project participants and 303 practitioners across England, Scotland and Wales.

Some of the key findings of this work included:

- 91% of the surveyed participants involved in Active Communities projects and 74% of those involved in Local Conversations projects said they had learnt or developed new or existing skills through the project.
- 80% of participants said they believe they can change the way their area is run, compared to 51% in similarly disadvantaged neighbourhoods across Great Britain.
- Eight in ten Local Conversations report increasing their influence over services in their neighbourhoods.

Towards the end of 2022/23, the Trust sought an evaluation partner for the new Homes for Health pilot programme. A key feature of any new programme will be to develop better evidence and practice around what works for addressing health inequalities. The evaluation partner for Homes for Health will evaluate the impact of programme activities on physical and mental health, as well as a range of other shorter-term measures. The insight generated from the evaluation will then be shared with local and national decision-makers to inform policy and practice. The budget for this activity was not committed in year and it was agreed by Board to be carried forward to the next financial year. Following a tender process the contract was awarded to a specialist research consultancy in November 2023.

### Networks

In addition to the evidence collected through programme evaluation, the Trust also builds evidence on health inequalities and the impact of social determinants through engagement with the network of funded partners. Supporting networks of funded partners is central to the Trust's mission. Through the networks, the staff, trustees and committee members of funded partners are supported to connect with each other, share learning, influence strategic decision-making within the Trust, and engage with external audiences such as policy-makers.

During 2022/23, the Trust ran multiple network events on the Cost-of-Living crisis to better understand how these challenges were impacting projects and their participants, including in regional specific contexts. The Policy and Research team also used networks to build knowledge around how poor housing was impacting the health and wellbeing of local communities, which fed directly into the development of our Homes for Health programme. This engagement ensures that programmes meet the needs of communities and that the Trust prioritises the issues that are at the forefront of health within communities experiencing disadvantage.

This year's Network events have been delivered through regionally and thematic online meetings. More than 60 funded partners attended events on housing and cost of living, with two regional events shining a light of differences and similarities across England. The Trust also launched a new programme of work to understand the current priorities of communities experiencing disadvantage to formulate policy recommendations for the upcoming general election. 40 funded partners attended sessions through the summer of 2022 focussed on key priorities, with themes that included food, places and spaces, and community control. This was to make sure that political parties are aware of the challenges in addressing health inequalities, but that they also have policy ideas needed to address these as we move towards the parties writing their election manifestos. The first stage of this work took place in 2022/23, which was to research and collect evidence on these priorities, to then be able to develop this insight into tangible policy recommendations for publication in 2023/24. The Policy and Research team ran a series of workshops towards the end of 2022/23 which were attended by over 50 funded partners from the Trust's networks. These sessions directly informed the development of policy recommendations which would later form the basis of important advocacy work for 2023/24. This work has been carried forward as a priority in 2023/24 through the publication of the [Community Manifesto for Health Justice](#).

The Trust continues to evolve the networks to enhance the support for partners, to directly inform the Trust's work and influence external stakeholders.

### Commissioning research

The research undertaken through engagement with funded partners sits alongside other research that is commissioned by the Trust to fill evidence gaps on addressing health inequalities. In 2022/23, the Trust funded [research undertaken by the What works for wellbeing centre](#) that explored the relationship between community agency, control and wellbeing. The research provided good indications that improved community agency and control can lead to improved community wellbeing. The recommendations identified can help practitioners and funders to better understand how to maximise these positive outcomes through the development and delivery of community programmes.

The Trust also funded research exploring the impact of being paid the real Living Wage on health, through qualitative research with employers and employees and a statistical analysis. This research has helped to inform the Trust's priorities in relation to jobs and income as a social determinant of health, and to develop a more holistic understanding of "good work" that goes beyond wages.

**Strategic Objective three: We will develop a strong voice to champion the rights of marginalised people, ensuring decision makers, funders and practitioners understand the social and economic causes of ill-health and early death and know what can be done about it.**

The Trust continues to build on its role as an advocacy organisation by championing the rights and voices of the communities working with the Trust. In 2022/23, the Trust responded to multiple consultations across a range of areas, developed relationships with decision-makers and a wide range of networks to support campaigning objectives and developed policy through engaging with communities.

### Engagement

The Trust established good relationships with different government departments including the Department for Levelling Up, Housing and Communities, the Department for Health and Social Care (DHSC) and the National Trading Standards Estate and Letting Agency team.

The Trust responded to multiple consultations in 2022/23 focused on health inequalities and marginalised groups. The Department for Culture Media and Sport (DCMS) announced plans to expand the Dormant Assets Scheme to include community wealth funds in England. The purpose of the funds is to allow local residents in disadvantaged areas to improve their neighbourhoods and make decisions on how to use the money. The announcement follows a consultation in summer 2022 (to which the Trust submitted a response) on the use of dormant assets. This is a welcome campaign victory for the Community Wealth Fund Alliance (Alliance): the Trust sits on the Advisory Group of the Alliance and has previously contributed funding to the work. The Trust responded to a number of calls for evidence and consultations. This included a consultation by the Health and Social Care Committee, which has since announced ten themes that will be examined in its new inquiry into preventing ill-health, to include health inequalities, healthy places and mental health and well-being which are of particular interest.

The Trust also responded to the call for evidence on the proposed new Major Conditions Strategy put forward by the DHSC by highlighting evidence from funded partners on the need to address social determinants of health to support prevention. The All-Party Parliamentary Group on Left Behind Communities also launched an inquiry into Levelling Up and the Trust submitted a response on the importance of health inequalities and social determinants of health within the Levelling Up agenda.

Through the Trust's networks funded partners shared their experiences and concerns about the growing mental health crisis for charity sector workers. At the request of the Department for Health and Social Care the Trust consulted people from its networks of hundreds of funded partners to bring their views to the Government's thinking on mental health.

The Trust also had constructive meetings with the National Trading Standards' Estate and Letting Agency Team and with the Department for Levelling Up, Housing and Communities in relation to Homes for Health.

### Campaigns

The Trust developed an approach and methods for two new policy campaigns during the year. These pieces of work will continue to build momentum into the next financial year.

#### Homes for Health

Many local organisations the Trust funds are already working to address housing issues in their communities. There is even more that can be done to change things for the better, and this needs to involve the people and organisations most affected. Over the last year, a new priority area, Homes for Health, has been developed in response to the growing crisis of poor housing conditions and how this impacts physical and mental health, particularly for marginalised communities. It focusses on the key issues affecting people living in rented homes because currently, a [fifth of private rented homes do not meet the Decent Homes Standard](#). Ten projects began in November 2023 and the programme will provide resources, training, and facilitate a network to help to find practical, on-the-ground solutions, as well as encouraging action by decision-makers.

The Trust's campaigning activities are also raising awareness of housing issues and the negative impact they are having in communities and are responding to the external policy context including to proposed legislation and this work will continue into the next year.

#### Mental Health

The Trust heard the early warning signs of a growing mental health crisis amongst charity sector workers from its network of hundreds of local organisations. As a result, the Trust is working with other funders to explore how to better support the mental health of the people working in organisations it funds. Following the publication of the report in June 2022, ["We were absolutely invisible": The impact of... | People's Health Trust \(peopleshealthtrust.org.uk\)](#) which documented the impact of the increasing demand on the mental health of voluntary and community sector staff, in 2022/23 the Trust convened a group of funders to help to address the issue. This collaboration developed a set of principles to guide funders on how to support and protect the mental health of staff working in an organisation that they fund, and to advocate for a co-ordinated strategy to address their needs. This work continues in 2023/24.

### Collaboration

In the year the Trust continued its membership of [Health Equals](#): a collaboration of 29 charities and businesses working with the building blocks of health. It's primary function is to create a national campaign alerting the public to the socio-economic drivers of ill health and early death. The Trust was commissioned to convene the advisory group for this work, ensuring that the voices of the people most affected by the issues were heard.

The Trust developed sessions for the Greater London Authority, looking at the impact of discrimination on health - a theme the Trust will continue next year with research into discrimination and health. This aligns with the Trust's important partnership with Funders Race Equality Alliance, which helps the Trust to deliver towards its ambitious plan to become an anti-racist and anti-oppression organisation (see also Objective 4 below).

In 2022/23, the Trust continued its partnership with We're Right Here, a campaigning coalition that calls for greater support for the rights of local communities to shape priorities through genuine co-production. This partnership will continue into 2023/24 to ensure that community power remains on the agenda in any upcoming general election.

It is clear that the climate crisis has an impact on health and that it has a greater negative impact on those who are worse off. That is why the Trust is working with other funders as a signatory to the [Funder Commitment on Climate Change](#), alongside work with New Philanthropy Capital as part of their [Everyone's Environment](#) programme.

**Strategic Objective Four: We will develop as a diverse, equitable and inclusive organisation and funder.**

Equity, diversity and inclusion (EDI) continues to be a high priority through all grant programme activities and is embedded in the approach to Homes for Health and the new programme.

Participating in the [Funders for Race Equality Alliance](#) audit for the third time demonstrated progress the Trust has made towards funding organisations led by people experiencing racial injustice. A sample of 70 funded partners were assessed and the audit showed that 29% of Trust grants were committed to organisations which benefit communities with experience of racial inequality (in 2022 this was 28%, +1% in 2023). 29% of Trust grants were committed to organisations led by and for people experiencing racial injustice (in 2022 this was 16%, +13% in 2023).

We will use this data to ensure a focus of funding under the new programme on those most impacted by health inequalities and also to review who has not been supported. We will also use this approach to consider our reported data on other social categories.

Under the Trust's [EDI Action Plan](#), launched in 2022, the Trust carried out extensive work with staff to examine our culture and has put measures in place to support staff in understanding EDI in the context of their work, and to inform employment practices. Alongside this, working with funded partners, the Trust has developed a terminology guide to inform the language we use to describe groups of people.

The Trust has taken measures to increase its diversity, particularly in terms of its management teams and those from racially minoritised communities.

As part of the Trust's EDI Action Plan, the Board has focused its own recruitment to increase representation of communities it supports. In particular, people living within these communities, disabled people, young people, and people from racially minoritised communities. To support development of new Trustees from these groups, the Trust has committed to offering shadow board member opportunities. This work continued into the following year, undertaking recruitment to meet these commitments.

From a survey of our Board, as at 31 March 2024:

- 30.8% identify as racially minoritised
- 15.4% identify as disabled
- 61.5% are under the age of 55

- 23.1% grew up in lower socio-economic backgrounds

The staff and trustee diversity surveys were completed in March 2024. There has been some movement in staffing since the surveys were undertaken at the end of the last financial year:

- The Trust has a broad range of ages employed (25-64). Those at management level are from 25- 59.
- Ethnicity, gender, sexual orientation, disability and socio-economic data is set out in the table below:

	31 March 2024	FY 2022/23 All staff	FY 2021/22 All staff
	%	%	%
<b>Ethnicity</b>			
Asian - East or South	4.8	5.0	-
Asian Indian	4.8	5.0	4.6
Black African	9.5	10.0	13.6
Black African and White	4.8		
White British	57.1	65.0	63.6
White English	14.2	10.0	9.0
White Scottish	0.0	-	4.6
White Irish English	4.8	5.0	4.6
<b>Gender</b>			
Female	61.9	70.0	68.2
Male	38.1	30.0	31.8
Non-binary	-	-	-
<b>Sexual Orientation</b>			
Heterosexual	85.7	90.0	81.8
LGBT+	9.5	10.0	13.6
Undeclared	4.8	-	4.6
<b>Disability</b>			
Disabled	14.3	10.0	13.6
Not Disabled	85.7	85.0	86.4
Undeclared	-	5.0	-
<b>Education level</b>			
Up to age 18	9.5	5.0	9.1
Post age 18	90.5	95.0	90.9
Post age 18 - first generation	50.0	57.9	63.2
<b>Free school meals</b>			
No	66.7	75.0	
Yes	9.5	5.0	
Not applicable/don't know	23.8	20.0	
Professional backgrounds	81.0	85.0	
Intermediate backgrounds	9.5	10.0	
Lower socio-economic backgrounds	9.5	5.0	

Note: the above table includes data to reflect supplementary questions not asked in 2021/22.

**Enabler: Creating a strong organisation fit for the future and able to support greater health equity.**

The new strategy includes an 'enabler' that underpins the four strategic objectives, and which sets out the Trust's ambition to ensure it is a sustainable organisation with improved and diversified income, a strong people offer, a more representative team, board and panels, and a reduction in carbon emissions.

○ **Income**

The Trust's main source of income is donations from the six CICs and in 2022/23 the Trust ensured the appropriate level of support was, and will remain, in place to facilitate mutually beneficial relationships with the CICs and The Health Lottery. Alongside this, some limited progress was made on the Board's ambition to diversify income - as set out in the Risk Section (see below) - with an increase in unrestricted income in the year to £30,345, compared to £4,550 in the previous year. More significantly an initial feasibility exercise was undertaken with a specialist charity consultancy to look at the options available to the Trust to diversify its sources of income (this work was funded by a fund, designated by the trustees for this purpose).

○ **People**

The hybrid working arrangements that had been in place since covid were formalised, after consultation with staff, with the agreement of the Hybrid Working Policy. Under this policy the contractual place of work remains the Trust's office, and staff are expected to attend the office 40% of the time. The Trust believes that this approach promotes work-life balance, reduces employee stress and improves performance and productivity.

The Trust undertakes an annual anonymous staff survey. Where issues are raised or trends identified, responses are considered by the Leadership and Management Teams and an action plan devised and implemented. The results and responses are also discussed at one of the regular (twice a year) all staff Away Days.

○ **Governance**

At the Board Away Day in January 2023 it was agreed that the Trust would review its governance arrangements using the Association of Charitable Foundations' 'Stronger Foundations' self-assessment tool. A sub-group of trustees was established to undertake this work and used the specific [resource](#) aimed at chairs and trustees that highlights '10 pillars of stronger foundation practice'. Trustees completed individual surveys related to each of these pillars, and an analysis was prepared for sharing with the board at its annual away day in early 2023/24.

○ **Net Zero**

In 2022/23 the Climate Action Working Group was established to develop a [Climate Action Statement](#) and [Plan](#), and then monitor the work of the plan. Both the Statement and Plan were agreed by Board at the end of the year, with work on key areas having started alongside the development of the Plan.

As a framework for this work the Trust signed up to the ACF's [Funder Commitment on Climate Change](#) and made its first report of activities and future plans in February 2024.



The Trust believes the greatest impact it can have will be through the design of funding programmes, grant-making and research, and through those in receipt of Trust funds.

○ **Information Technology**

Two significant IT projects concluded in 2022/23. The Trust achieved its cyber essentials certification and a move to cloud-based servers. Both these resource intensive initiatives are part of the Trust's ongoing commitment to ensuring secure, inclusive and flexible IT infrastructure to support staff on a day-to-day basis. Towards the end of the year a new IT Strategy was finalised and this guide further activity for the remaining two years of the overarching strategy.

○ **GDPR**

The Trust continues to comply with GDPR, with action taken to maintain compliance on an ongoing basis. The Trust also continues to work with grantees to ensure understanding of their legal obligations.

○ **Safeguarding**

The Trust has in place appropriate safeguarding policies and procedures, in line with regulatory frameworks and guidance, with respect to the Trust's funding practices and due diligence, and its internal operations.

Tommy McIlravey (Trustee) remains in place as the safeguarding lead at Board level in 2022/23 and liaises with the Director of Grant Programmes, the leadership team member responsible for safeguarding matters.

The Trust maintains a dedicated page about safeguarding within the resources available on our website. The Trust is an active member of the Funder Safeguarding Collaborative (FSC), which provides access to peer learning with other safeguarding leads, and support/training for staff within the Grants team. The Trust worked with the FSC to review its approach to safeguarding and policy.

The Trust received five self-reports by funded partners of safeguarding incidents within their organisation in the year (2022: 0). These were responded to in accordance with the Trust's policy and did not require the Trust to separately report to regulators. The increase in reports followed a proactive reminder to all funded partners of reporting requirements around safeguarding, alongside training to Trust staff in how to approach discussions about safeguarding as part of monitoring and compliance visits. Specific safeguarding training through NCVO was also offered to all funded partners, which was popular, well-received, and subsequently re-commissioned.

○ **Customer Care**

The Trust's complaints procedures reflect good practice, both in handling complaints about the Trust and the organisations that it funds. All staff who may be involved in complaint investigations have been fully trained on the practice and procedures of complaint handling. The Trust received no complaints in the year (2022: 1).

## Financial review

### *Financial position*

A summary of the year's results can be found on page 32 of the financial statements.

Total income in the year was £3,691,049 (2022 - £4,702,709) with income from donations totalling £3,353,376 (2022 - £4,556,060). The decrease is largely due to a downturn in good causes money from society lotteries.

The total expenditure in the year was £6,086,409 (2022 - £5,918,905) all of which related to charitable activities. Grants expended in the year, including grant commitments amounted to £4,444,401 (2022 - £4,377,870). Total expenditure included within this figure are costs of charitable activities (net of grants) of £1,298,618 (2022 - £1,248,063), support costs of £265,078 (2022 - £243,360) and governance costs of £78,312 (2022 - £49,612).

Overall expenditure increased despite a fall in income. This was the result of a decision by Board to draw down on restricted funds brought forward into the financial year in order to maintain a comparable level of grant commitments as in 2021/22.

At 30 September 2023, the Trust had total funds of £6,341,595 (2022 - £8,738,319). £5,026,443 (2022 - £7,426,741) of this related to restricted funds, of which £710,916 has been allocated to specific programmes in the next financial year (2022 - £720,000). Restricted funds include a negative fund representing the unrealised loss in the value of investment assets since 30 September 2021. Total unrestricted funds were £1,315,151 (2022 - £1,311,578), of which £55,691 (2022 - £92,496) were designated funds. Full details of funds are included in note 17 on pages 46 and 47.

#### ○ **Donations**

The Trust's principal source of income is donation income received from the CICs operating the 12 society lotteries. Total donation income received from the society lotteries from 1 October 2011 to 30 September 2023, amounted to £129,470,875 (2022 - £126,117,703). Total donation income for the year (including from other sources) amounted to £3,353,376 (2022 - £4,556,060) has allowed the Trust to continue to provide an income for groups of local residents and communities experiencing disadvantage and health inequalities.

Donations continued to decline in 2022/23. From 1 November 2022 the percentage of lottery ticket sales donated to the Trust decreased from 25.50% to 20.34%. The impact of this change was monitored by the Leadership Team and Trustees, with regular meetings with the Trust's donors taking place throughout the year. The Trust remains grateful to The Health Lottery and to the Community Interest Companies for their generous donations.

#### ○ **Investment policy**

The Trust operates its investment activities in line with its current investment policy, which is intended to provide liquidity sufficient for the financing of the Trust's grants whilst maximising investment income. The policy states:

- The Trust will not make any investments where the risk of loss of capital is unacceptable to the Board.
- Cash deposits can only be made in a UK-based mainstream banking institution which has a credit rating that the Board regards as acceptable in terms of risk.
- The Trust will usually only invest in counterparties with a minimum rating of BBB+/ BAA1 or above from the three main credit rating agencies (Fitch, Moody's and Standard & Poor's).
- Investments in other asset classes will be considered where they meet the Trust's investment horizon and market risk appetite. Investment in other asset classes will be accessed through pooled funds (collective investment schemes) rather than direct investment.
- The Trust will not normally hold bank deposits with a notice period in excess of 35 days.
- The Trust will not hold investments with a counterparty that represent more than 35% of the Trust's cash investments. The Trust will invest only in accordance with its diversification policy: investing cash deposits in no less than three eligible financial institutions (a group of banks under the same ownership will be treated as one financial institution).
- The Trust will make all investments in sterling.

With respect to responsible investment:

The Trust has considered its approach and responsibilities in relation to responsible investment and has determined that investments and returns on investments must never take priority over or come into conflict with the Trust's charitable object nor the fulfilment of operating expense obligations.

People's Health Trust believes in a world without health inequalities. We work to ensure that where people live does not unfairly reduce length of life, or quality of health. We will not knowingly invest in companies whose activities, corporate strategies or products are poorly aligned with our aims and values.

We actively seek to take account of environmental, social and governance (ESG) issues when considering our investments, and in our engagement with the fund managers who are responsible for our day-to-day investment decisions.

When appointing fund managers we will expect them to conform with our values outlined above, and require them to explain their engagement and escalation process, including how it is monitored and the timelines along which decisions are taken. Managers will likely not be selected if they cannot provide their process for dealing with unsuccessful engagements, and if these do not include triggers for escalation and are not incorporated into wider stewardship processes. We have asked our fund managers to explain, justify and provide evidence of investment intentions.

The policy is due for review in 2023/24 and will be reconsidered in light of the Trust's work in response to the climate crisis as articulated in the Trust's [Climate Action Statement](#).

The Trust did not make any new investments in 2022/23.

2022/23 continued the pattern of recent years with significant volatility in the value of investments. Whilst overall the Trust's investment funds were in excess of the value of the amount initially invested, the unrealised loss on investment fund as at 30 September 2023 reflected an increase of £(1,364) for the year to £(242,684) (2022 - unrealised loss of £(241,320)). The unrealised loss in 2022/23 is disclosed as a specific restricted fund (see Note 17) at the end of the year in anticipation that capital values will recover in the longer term. The Trust views these fixed asset investments as having a three-to-five-year horizon.

Investment income during 2022/23 totalled £307,328 (2022 - £142,099) split between interest received on cash deposits of £92,990 (2022 - £5,878) and income from investments of £214,338 (2022 - £136,221). Total income represented an effective rate over the average balances during the year of 2.35% (2022 - 0.91%) made up of 1.42% cash deposits, and 3.28% investments (2022 - 0.07% and 2.01% respectively). Investment income increased substantially year-on-year due to increased interest rates and the changes to deposits made part way through 2022/23. The Trustees continue to seek out investment opportunities that have the potential to increase income whilst remaining in line with the agreed policy.

## Principal risks and uncertainties

### Risk management

The Board is responsible for the oversight of the risks faced by the Trust. The Finance, Audit and Operations Committee (FAOC) and the Leadership Team regularly (both separately and together) review the risk register and management issue regular reports on actions taken to manage and mitigate exposure to the risks.

The trustees ensure that controls exist over the key area of grant making, and that financial procedures and systems exist. At each Board meeting, trustees examine the risks faced by the Trust, and ensure there are established effective plans and systems to manage and implement mitigating controls for those risks.

Financial risk is minimised through regular and rigorous review procedures of the Trust's activities by the Leadership Team, FAOC, and also at Board level.

Risk management processes assess risks based on their likelihood of occurrence, impact, and any mitigating controls that are in place. Each risk is allocated a pre and post mitigation score. Based on the score, risks are classified into low, medium, high, and very high risks. The high to very high risks represent the principal risks for the Trust. The process also seeks to identify any actions and resources required to manage these risks further.

The trustees have considered the principal risks and two key areas have been identified as follows:

- Income - the Trust's continued reliance on two sources of income (donations from lottery ticket sales and investment income) remains a risk. Donation income is the primary source of income and it reduced by 26.4% year on year. This was mainly due to the reduction in the percentage of lottery ticket sales donated to the Trust in November 2022 from 25.50% to 20.34%, but also reflected a small underlying downward trend in ticket sales. This places at risk the level and volume of work the Trust can deliver. Plans are in place to diversify income sources and there has been some small growth in this area in 2022/23. This work has continued in 2023/24 with external consultants engaged to both advise on and implement proposals agreed by Board to diversify income. Further funds have been designated in

2023/24 to support this and targets have been set that are considered achievable by the Trust for this and the following four years.

- The Chief Executive, the Chair of Trustees, and other members of the executive team and trustees meet regularly with the directors of both the CICs and The Health Lottery and the positive, mutually beneficial relationship continued to develop in year.

## Reserves policy and going concern

### Reserves policy

The reserves policy for the charitable company states that the Trust will aim to maintain general reserves of at least 26 weeks' running costs. As at 30 September 2023, the general reserves of £1,259,460 (2022 - £1,219,082) equated to 40.7 weeks' running costs (2022 - 37.3 weeks). The trustees consider the level of general reserves to be satisfactory at this point having taken into account the risk around income outlined in this report. The reserves policy is reviewed annually.

### Going concern

The trustees consider that there is a reasonable expectation that People's Health Trust has adequate resources to continue in operational existence for the foreseeable future. The trustees believe that there are no material uncertainties that call into doubt the charity's ability to continue operating as a going concern.

The Trust has a track record of strong financial control and effective risk management, which together with the approach to reserves outlined immediately above leads the trustees to conclude that the Trust can sustain its operations for a period of at least twelve months from the date of signing these financial statements. Consequently, the financial statements have been prepared on the basis that the charity remains a going concern.

## Fundraising

The Trust undertakes fundraising from members of the public on a very small scale. It is registered with the Fundraising Regulator and committed to following the highest fundraising standards. In the year there have been:

- ◆ Nil failures to comply with the standard (2022: none)
- ◆ Nil complaints received by the charity about activities by the charity or by a person on behalf of the charity for the purpose of fund-raising (2022: none)

The Trust sets out to protect vulnerable people and other members of the public from unreasonable behaviour related to its fundraising by complying with the standards set by the Institute of Fundraising, managed by the Fundraising Regulator. The Trust is registered with the Information Commissioner's Office and strives to be compliant with GDPR.

## Plans for the future

2022/23 was the first year of the new three-year strategy. Activity in 2023/24 to support the strategy will include:

- ◆ Grant programmes:
  - The new Health Justice Fund provides a route through which communities experiencing the sharp end of health inequalities can work with the Trust, using their experience and practice, to improve health for the long term. The fund will prioritise thematic areas based on what people most affected by these issues have told the Trust is needed and what the evidence points towards - starting with a fund linking access to nature and mental health. The learning and evidence gained (from independent evaluation and on-the-ground practice) will be used to influence decision makers and support action that leads to real health justice for communities across Great Britain.
  - Features of the fund include: working in partnership, connecting projects through networks, evaluating and learning in real time, funding, using evidence to make the case for change, communicating what the Trust is doing, being flexible in approach, and evolving that approach based on what is learned from communities most affected by health inequalities.
  - Initial priorities within the Health Justice Fund are focusing on access to nature for people with mental health problems, and work is underway to develop future openings on learning disability, advice services, discrimination, and jobs and young people. The Homes for Health pilot programme launched with 10 projects across England, Wales and Scotland in November 2023. A formative evaluation will run alongside delivery and will inform the Trust's wider housing campaign and public affairs work.
  - Active Communities funded partners will continue to form the largest group in of the Trust's grant portfolio. The final round of new funding took place in early 2024, with grants of up to two years awarded.
  - Local Conversations closed in January 2024, with some partner organisations receiving strategic grants to continue to deepen their methodological approach, influence and shape local health systems.
  - A programme of capacity building and networks will continue to be offered on both a bespoke and universal basis to funded partners, supporting them to enhance their practice and develop connections through peer-to-peer learning and influence policy.

- ◆ Policy, research, communication and public affairs:

The focus on evaluating impact and using this work to inform our own practice, as well as the wider sector will continue into 2023/24. The fourth wave of research with Social Life will go further in exploring the relationship between health and participation in both our Local Conversations and Active Communities programmes (both of which end in 2023/24). For the first time the Social Life research will be conducting qualitative analysis to inform the quantitative research to date. This builds on the strong evidence base the Trust has collected over the last decade on the impact of programmes, with a specific aim of informing new programme development, as well as sharing best practice with future funded partners.

In addition to the evaluation partnership on Homes for Health, the Trust is looking to continue developing evaluation partnerships in 2023/24, including academics within the School of Public Health Research, to support the evaluation of other areas of work. The Trust will also continue to disseminate evaluation findings externally to both academic audiences and policymakers to share learnings on what works in addressing health inequalities.

The Trust will build on the publication of the Community Manifesto for Health Justice. The manifesto sets out the specific policies that the Trust wishes the main political parties to adopt. The Trust will move into a phase where it campaigns for the adoption of key policies in the Community Manifesto. The Trust plans to make media interventions to highlight the need to tackle unfit housing conditions in rented homes. It also plans to share proposals for stronger housing enforcement with all the main political parties. The Trust will be seeking platforms in House of Commons proceedings to maintain the profile of this issue and secure a detailed response from ministers. The Trust will also be equipping Homes for Health partners with the skills to advocate for change with their local members of parliament.

In 2023/24 the Trust will continue to build relationships with external networks through developing existing partnerships and forming new ones to help achieve campaigning objectives, with the aim to gather further intelligence and insights on the key priorities of our funded partners. As a result, a new Learning Framework will be put in place that allows for a two way exchange of information and best practice between the Trust and funded partners.

The Trust will continue to build its brand as a leading expert working with local communities to tackle health inequalities. The Trust will be developing its brand to engage specifically with potential corporate donors, funded partners and policymakers. At the same time a review is planned to establish how far our social media channels are reaching key audiences, such as public health practitioners. The Trust will also be looking at producing a broader variety of types of content to appeal to these audiences and updating its key channels such as the website as needed.

It will share its refreshed values highlighting the increasing active approach the Trust is taking to tackling health inequalities through influencing and policy work and existing and new bold partnerships.

The Trust is focused on building new partnerships with corporate organisations to help increase its resources to tackle health inequality in the form of match funding and in other ways.

◆ Equity, diversity and inclusion

In 2023/24 we will continue to focus on our overarching [Equality, Diversity and Inclusion Action Plan](#), working with our funded partners and reiterating our commitment to ensure our funding programmes, networks and processes have the ability to change to meet the needs of those we work with, and ensure the actions of the Trust impact positively in combatting discrimination and health inequalities.

Both the staff and Board working groups established to support the work of the action plan are continuing to meet. As EDI work has progressed against the planned activity there has been a deliberate focus on mainstreaming it. As a result, there has been collective agreement to undertake work slightly differently

in 2023/24. Rather than undertaking discrete and sometimes disconnected pieces of work which then need to be applied practically, the Trust will take one funding priority through an entire EDI process, which means firmly applying an EDI lens to all of the work and looking at points of success, weakness and development.

◆ Income

Income diversification is a clear priority and the trustees have approved additional resources to address this in 2023/24. An experienced charity consultant was appointed to take this work forward with the intention that an income generation function will have been established by the Trust by the end of the 2023/24 financial year. Integral to this will be the development of an ethical framework to ensure that the Trust's charitable objective and values are not compromised.

◆ Governance

In early 2023/24 the Board undertook two rounds of recruitment and was successful in recruiting two trustees in each round (four in total) to the Board, achieving the aim of improving diversity and adding to the range of skills already evident within the current trustee body.

The Board also appointed its first shadow trustee in December 2023 providing an opportunity to allow a relevantly skilled and experienced individual to learn from the experience and develop into a trustee role. The shadow trustee may attend Board and sub-committee meetings but is not a legal director of the company, or trustee registered with either the Charity Commission or OSCR.

◆ People

In line with our EDI ambitions the Trust continues to increase diversity in the staff team to better represent the communities the Trust supports.

The Trust's ongoing work to support positive mental health across the team is enhanced through the employee assistance programme, underpinned by good people practices which are regularly reviewed and promoted.

In 2023/24 there is a focus on ensuring that staff have increased confidence in campaigning and advocacy work of the Trust, as it relates to their role, with the aim that they can speak confidently about the work of the Trust.

◆ Net Zero

In February 2024 the Trust undertook a self-assessment of the activity over the period since signing up to the ACF's FCCC, rating itself against the [Climate Crisis Action Plan](#) agreed by Board. The newly appointed Board Champion, Shelagh Kirkland, contributed to this process and one of the actions for the remainder of 2023/24 is to work with Shelagh and draw on her experience and enthusiasm for the role.



Much work had been done in the first period of assessment, in particular under the heading 'educate and learn' as the climate crisis was not explicitly referenced in the previous strategy. This has applied to staff, trustees and funded partners. In 2023/24 the Trust will look for further opportunities to be involved in, learn from, and contribute to climate-focussed groups across the sector, and there is the potential to offer network and capacity building events to funded partners: we will seek to incorporate climate-related considerations wherever possible.

## **Structure, governance and management**

### **Constitution**

The Trust is a charitable company limited by guarantee (Company No 06492606), incorporated on 4 February 2008 and registered as a charity (Charity No 1125537) with the Charity Commission on 15 August 2008 and with the Office for Scottish Charity Regulator (OSCR) (Charity No SC039848) on 4 September 2008. The charitable company is governed by the Articles of Association which set out its objects, powers and its governance arrangements. In the event of the charitable company being wound up, members are required to contribute an amount not exceeding £1 each.

### **Trustees**

Trustees may serve for three terms of three years. In exceptional circumstances they may serve a fourth additional term of a maximum of 12 months. Trustees are re-appointed at the board meeting prior to the anniversary of each term. Trustees are based in various locations around England, Scotland and Wales. On 21 December 2023 the Trustees passed a special resolution to amend the Articles so that in exceptional circumstances a Trustee's term may be extended to a maximum aggregate of ten years. The requirement to have an AGM was also removed.

All trustees, who are also company directors, are non-executive members of the Board and Committees. There are clear distinctions between the roles of trustees and of the Leadership Team to whom day-to-day management is delegated.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

Within the year 2022/23, the Board held five meetings. Board sub-groups were also in operation throughout the year to support work on the EDI plan, the Stronger Foundation's self-assessment and trustee recruitment to the Board.

### **Board Committees**

Trustees are nominated for a committee by two trustees and voted onto the committee by a simple majority vote by the Board. The chair of the committee is a trustee and is nominated by two members of the board, supported by a candidate statement and is voted into position by a simple majority vote of the Board.

**Finance, Audit and Operations Committee (FAOC):**

The FAOC reports to and advises the Board on the key areas of audit, risk, finance (including investments), performance, HR, legal and safeguarding. The Committee's terms of reference permit it to scrutinise officers' reports, make decisions on investments within agreed parameters set by the Board, meet with the auditors, offer advice to the Leadership Team and make recommendations to the Board. Membership of this Committee was, on average, five trustees (one of whom is a qualified accountant) with two co-opted external members, Martin Anderson, who brings relevant investment skills and experience to the Committee, and Shelagh Kirkland, a qualified accountant with experience from a number of charity boards. (Shelagh Kirkland became a trustee in October 2023 and her status on the committee therefore changed at that time). The Board acknowledges both Martin Anderson's and Shelagh Kirkland's considerable expertise and thanks them both for their time and counsel. The Chair of the Trust attends Committee meetings as an ex-officio member. The Committee met five times within the financial year.

**Policy, Research and Advocacy Committee (PRAC)/ Programmes Influencing and Impact Committee (PIIC):**

The PRAC worked on behalf of the Board to provide advice and strategic oversight regarding the Trust's policy, research (including learning and evaluation), networks, advocacy and communications work to the Leadership Team. It provided a level of support and scrutiny to ensure that the Trust's work in research, policy and advocacy was strategic, progressing and impactful. The Committee's membership was five trustees (one of whom chairs the Committee), there was no co-opted member. The Chair of the Trust attends the Committee meetings as an ex-officio member. Three meetings were held in the year.

The Board agreed to rename this sub-committee, Programmes Influencing and Impact Committee (PIIC) in 22 December 2023, to more accurately reflect the role of the committee.

**Board Development and Focus**

The Board established a sub-group in the year to review its governance arrangements using the Association of Charitable Foundations' 'Stronger Foundations' self-assessment tool. This work continues into 2023/24 and is noted above in the Enabler section.

## Appointment of trustees

Recruitment to the Board considers the dimensions of equality, diversity and inclusion. Appointment is to positions where specific skills and/or experience is required. It is conducted through an open and competitive process.

## Trustee induction and training

Trustees are partnered with an existing Board member to support their induction into the organisation. They will also meet with the Leadership Team to discuss their statutory responsibilities, their role within the Board, the governance framework, the strategic objectives of the Trust and how the Board works.

The performance of the Board is periodically assessed through annual meetings with the Chair. Through this process, trustee development is regularly reviewed and determines developmental objectives.

## Related parties and relationships with other organisations

The Trust's key relationship is with the six Community Interest Companies (CICs) which each run a society lottery under the marketing name of The Health Lottery. The CICs donate money for good causes arising from their lotteries to the Trust.

## Remuneration policy for key management personnel

Key management personnel include the Leadership Team comprising the Chief Executive, four team directors and the Board of trustees (trustees are not remunerated for their role as board members).

The Trust's policy on remuneration is to ensure that pay offered to the Leadership Team is competitive when compared to other charity sector organisations (particularly funding organisations), geography, role and responsibility.

All Leadership Team salaries are approved by the Finance, Audit and Operations Committee (FAOC). Any cost-of-living pay packages are recommended by the FAOC for Board agreement. The salaries are proposed and recommended based on benchmarking with other grant making charities and other information such as via recruitment agencies specialising in assessing the skills and expertise of a post, whilst also taking account of geography, Retail Price Index (RPI) and the sector. It is also the ambition of the Trust to narrow the gap between the highest and the lowest paid within the organisation.

The Leadership Team do not receive any performance related pay or benefits-in-kind and have the same pension rights and annual leave as other staff employed in the charity. They may, as with all personnel, receive an annual cost-of-living pay rise. For the year 2022/23 the Leadership Team received the same percentage increase as other staff but did not receive a one-off non-consolidated award paid to other staff.

The Leadership Team are reimbursed expenses incurred in the course of their duties on the same basis as all other employees of the Trust. Details of the total basic salary and pension benefits of the key management personnel are included in staff costs (note 7).

## Policy for employment of disabled persons

The Trust has been a Disability Confident Committed employer since March 2021 and all job applicants are encouraged to indicate their eligibility for the scheme.

In 2022/23 10% members of staff who completed the survey identified as disabled (2021 - 13.6%). Disabled members of staff and those with long term health conditions are supported to be successful in their roles through a number of routes, including the statutory requirement for reasonable adjustments, providing individualised training and tools, and wellness support and planning.

## Employee information

The Trust operated with an average of 23 (2022: 24) roles in the year. There is a slight decrease year on year that reflected a small reduction over the year in the grants managed as the funded projects delayed or prolonged grants due to the impact of Covid-19 on activity in recent years came to an end. The staff team works across five teams:

- ◆ **Grants Team** which manages the Trust's funding programmes, funded partner networks and relations, including capacity-building, system and procedure development
- ◆ **Policy, Research and Communications** which manages the Trust's internal, external and partner communications, public affairs, policy and research
- ◆ **Engagement** which manages the key funding relationships of the Trust
- ◆ **Finance and Operations Team** which manages the Trust's income and expenditure, investments, legal, performance, and back-office functions (HR, legal, IT)
- ◆ **CEO Team** which includes Board and committee support and business development

The departments are led by the Leadership Team (LT) of five (4.3 FTE establishment) who all attend meetings of the Board and relevant committee meetings.

In addition to the LT, a Management Team of four is in place. The focus of the Management Team's focus is the delivery of the Trust's annual Delivery Plan.

## Statement of responsibilities of the trustees

The trustees (who are also directors of People's Health Trust for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements 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 charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## Auditor

Sayer Vincent LLP was appointed as the charitable company's auditor during the year and has expressed its willingness to act in that capacity.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The trustees' annual report has been approved by the trustees on 21 May 2024 and signed on their behalf by

Jenny Edwards, Chair of Trustees

## Opinion

We have audited the financial statements of People's Health Trust (the 'charitable company') for the year ended 30 September 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 charitable company's affairs as at 30 September 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
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

## Basis for opinion

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

## Conclusions relating to going concern

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

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

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

## Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information 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.

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

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

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements

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

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

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors 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' annual report and from the requirement to prepare a strategic report.

## Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company

## Independent auditor's report

To the members of

People's Health Trust

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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 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 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

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

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

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

### Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the Finance Audit and Operations Committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.



## Independent auditor's report

To the members of

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- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## 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 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Joanna Pittman (Senior statutory auditor)

23 May 2024

for and on behalf of Sayer Vincent LLP, Statutory Auditor  
110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

People's Health Trust

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 30 September 2023

	Note	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
<b>Income from:</b>							
Donations and legacies	2	204	3,353,172	<b>3,353,376</b>	100,072	4,455,988	4,556,060
Charitable activities		30,345	-	<b>30,345</b>	4,550	-	4,550
Investments	3	19,104	288,224	<b>307,328</b>	-	142,099	142,099
<b>Total income</b>		<b>49,653</b>	<b>3,641,396</b>	<b>3,691,049</b>	<b>104,622</b>	<b>4,598,087</b>	<b>4,702,709</b>
<b>Expenditure on:</b>							
Charitable activities							
Supporting greater health equity	4	46,079	5,583,714	<b>5,629,793</b>	11,154	5,421,008	5,432,162
Awareness and communications	4	-	456,616	<b>456,616</b>	45,356	441,387	486,743
<b>Total expenditure</b>		<b>46,079</b>	<b>6,040,330</b>	<b>6,086,409</b>	<b>56,510</b>	<b>5,862,395</b>	<b>5,918,905</b>
<b>Net income / (expenditure) before net gains / (losses) on investments</b>		<b>3,574</b>	<b>(2,398,934)</b>	<b>(2,395,360)</b>	<b>48,112</b>	<b>(1,264,308)</b>	<b>(1,216,196)</b>
Net gains / (losses) on investments		-	(1,364)	<b>(1,364)</b>	-	(241,320)	(241,320)
<b>Net income / (expenditure) for the year</b>		<b>3,574</b>	<b>(2,400,298)</b>	<b>(2,396,724)</b>	<b>48,112</b>	<b>(1,505,628)</b>	<b>(1,457,516)</b>
Transfers between funds		-	-	-	(63,902)	63,902	-
<b>Net income / (expenditure) before other</b>		<b>3,574</b>	<b>(2,400,298)</b>	<b>(2,396,724)</b>	<b>(15,790)</b>	<b>(1,441,726)</b>	<b>(1,457,516)</b>
<b>Net movement in funds</b>		<b>3,574</b>	<b>(2,400,298)</b>	<b>(2,396,724)</b>	<b>(15,790)</b>	<b>(1,441,726)</b>	<b>(1,457,516)</b>
<b>Reconciliation of funds:</b>							
Total funds brought forward		1,311,578	7,426,741	<b>8,738,319</b>	1,327,368	8,868,467	10,195,835
<b>Total funds carried forward</b>		<b>1,315,151</b>	<b>5,026,443</b>	<b>6,341,595</b>	<b>1,311,578</b>	<b>7,426,741</b>	<b>8,738,319</b>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 17 to the financial statements.

## Balance sheet

Company no. 06492606

As at 30 September 2023

	Note	£	2023 £	£	2022 £
<b>Fixed assets:</b>					
Tangible assets	11		6,621		4,726
Investments	12		6,525,754		6,527,118
			<u>6,532,375</u>		<u>6,531,844</u>
<b>Current assets:</b>					
Debtors	13	237,144		223,575	
Cash at bank and in hand		5,163,312		7,849,484	
		<u>5,400,456</u>		<u>8,073,059</u>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	14	(4,481,797)		(4,833,590)	
			<u>918,659</u>		<u>3,239,469</u>
<b>Net current assets</b>					
			<u>7,451,034</u>		<u>9,771,313</u>
<b>Total assets less current liabilities</b>					
Creditors: amounts falling due after one year	15		(1,109,439)		(1,032,994)
<b>Total net assets</b>			<u>6,341,595</u>		<u>8,738,319</u>
<b>The funds of the charity:</b>					
Restricted income funds	16		5,026,443		7,426,741
Unrestricted income funds:					
Designated funds		55,691		92,496	
General funds		1,259,460		1,219,082	
		<u>1,315,151</u>		<u>1,311,578</u>	
<b>Total unrestricted funds</b>					
			<u>6,341,595</u>		<u>8,738,319</u>

Approved by the trustees on 21 May 2024 and signed on their behalf by

Jenny Edwards  
Chair of Trustees

People's Health Trust

Statement of cash flows

For the year ended 30 September 2023

	2023		2022	
	£	£	£	£
<b>Cash flows from operating activities</b>				
Net (expenditure)/ income for the reporting period (as per the statement of financial activities)	(2,396,724)		(1,457,516)	
Depreciation charges	3,986		4,356	
Loss on sale of fixed assets	129		-	
Losses on investments	1,364		241,320	
Dividends, interest and rent from investments	(307,328)		(142,099)	
(Increase)/Decrease in debtors	(13,569)		10,769	
(Decrease) in creditors	(275,348)		(266,471)	
<b>Net cash provided by / (used in) operating activities</b>		<b>(2,987,490)</b>		<b>(1,609,641)</b>
<b>Cash flows from investing activities:</b>				
Dividends, interest and rents from investments	307,328		142,099	
Purchase of fixed assets	(6,810)		-	
Proceeds from sale of fixed assets	800		-	
<b>Net cash provided by / (used in) investing activities</b>		<b>301,318</b>		<b>142,099</b>
<b>Change in cash and cash equivalents in the year</b>		<b>(2,686,172)</b>		<b>(1,467,542)</b>
Cash and cash equivalents at the beginning of the year		7,849,484		9,317,026
<b>Cash and cash equivalents at the end of the year</b>		<b>5,163,312</b>		<b>7,849,484</b>

**1 Accounting policies**

**a) Statutory information**

People's Health Trust is a charitable company limited by guarantee and is incorporated in England and Wales. People's Health Trust is an incorporated charity registered with the Charity Commission for England and Wales and the Office of the Scottish Charity Regulator.

The registered office address is 2 Bath Place, Rivington Street, London, EC2A 3DR

**b) 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) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

Key judgements that the charity has made which have a significant effect on the accounts include:

- estimating the allocation of support costs across expenditure categories;
- estimating the useful economic life of tangible fixed assets;
- estimating future income and expenditure flows for the purpose of assessing going concern.

**c) Public benefit entity**

The charity meets the definition of a public benefit entity under FRS 102.

**d) Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

**e) Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

**f) Donations of gifts, services and facilities**

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

**1 Accounting policies (continued)**

**g) Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

**h) Fund accounting**

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

**i) Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Supporting greater health equity costs include:
  - Grants payable which are included in the statement of financial activities when approved by the trustees and when the intended recipient has been informed of the decision to make the grants and has satisfied all relevant and due terms and conditions.
  - Evaluation costs of the grant programmes.
  - Support costs which are allocated to charitable activities according to the amount of time staff spend within each charitable activity.
- Awareness and communication costs include mainly staff costs and various communications costs relating to raising the awareness of the Trust's brand, funded projects and the Health Inequality agenda.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**j) Grants payable**

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

**k) Allocation of support costs**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

- |                                    |     |
|------------------------------------|-----|
| ▫ Supporting greater health equity | 87% |
| ▫ Awareness and communications     | 13% |

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

**l) Operating leases**

Rental charges are charged on a straight line basis over the term of the lease.

1 Accounting policies (continued)

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £3,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

▫ IT and office equipment 3 years

n) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

o) Debtors

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

p) Short term deposits

Short term deposits includes cash balances that are invested in accounts with a maturity date of between 3 and 12 months.

q) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

r) 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. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

s) 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.

t) Pensions

The Trust operates a defined contribution group personal pension scheme for employees. Annual contributions by the Trust in respect of the group personal pension scheme available to staff members are charged to the statement of financial activities in the period in which they are payable. Employer pension contributions of 6% are made for all employees in the pension scheme.

2 Income from donations and legacies

	2023			2022		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Donations from Society Lotteries	-	3,353,172	3,353,172	-	4,455,988	4,455,988
Other	204	-	204	100,072	-	100,072
	<u>204</u>	<u>3,353,172</u>	<u>3,353,376</u>	<u>100,072</u>	<u>4,455,988</u>	<u>4,556,060</u>

3 Income from investments

	2023			2022		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Investments	-	214,338	214,338	-	136,221	136,221
Deposits	19,104	73,886	92,990	-	5,878	5,878
	19,104	288,224	307,328	-	142,099	142,099



People's Health Trust

Notes to the financial statements

For the year ended 30 September 2023

4a Analysis of expenditure (current year)

	Charitable activities				2023 Total £	2022 Total £
	Supporting greater health equity £	Awareness and communications £	Governance costs £	Support costs £		
Staff costs (Note 7)	682,382	290,984	29,882	265,078	1,268,326	1,164,410
Consultancy	11,787	-	-	-	11,787	10,985
Travel and accommodation costs	6,819	1,012	7,263	-	15,094	5,036
Office Costs	34,697	476	15,800	-	50,973	51,178
Premises and technology	151,451	81,550	20,781	-	253,782	216,264
Other costs	13,148	24,312	-	-	37,460	87,086
Professional fees	-	-	4,586	-	4,586	6,076
Grants made (Note 5)	4,430,760	13,641	-	-	4,444,401	4,377,870
	5,331,044	411,975	78,312	265,078	6,086,409	5,918,905
Support costs	230,618	34,460	-	(265,078)	-	-
Governance costs	68,131	10,181	(78,312)	-	-	-
<b>Total expenditure 2023</b>	<b>5,629,793</b>	<b>456,616</b>	<b>-</b>	<b>-</b>	<b>6,086,409</b>	
Total expenditure 2022	5,432,162	486,743	-	-		5,918,905

People's Health Trust

Notes to the financial statements

For the year ended 30 September 2023

4b Analysis of expenditure (prior year)

	Charitable activities				2022 Total £
	Supporting greater health equity £	Awareness and communications £	Governance costs £	Support costs £	
Staff costs (Note 7)	626,473	267,144	27,433	243,360	1,164,410
Consultancy	10,985	-	-	-	10,985
Travel and accommodation costs	3,373	-	1,663	-	5,036
Office Costs	36,558	180	14,440	-	51,178
Premises and technology	140,572	75,692	-	-	216,264
Other costs	253	86,833	-	-	87,086
Professional fees	-	-	6,076	-	6,076
Grants made (Note 5)	4,359,063	18,807	-	-	4,377,870
	<b>5,177,277</b>	<b>448,656</b>	<b>49,612</b>	<b>243,360</b>	<b>5,918,905</b>
Support costs	211,723	31,637	-	(243,360)	-
Governance costs	43,162	6,450	(49,612)	-	-
<b>Total expenditure 2022</b>	<b>5,432,162</b>	<b>486,743</b>	<b>-</b>	<b>-</b>	<b>5,918,905</b>

For the year ended 30 September 2023

5a Grant making (current year)

	Grants committed £	2023 £	2022 £
<b>Cost</b>			
Supporting greater health equity	4,430,760	4,430,760	4,359,063
Awareness and Communications	13,641	13,641	18,807
	<u>4,444,401</u>	<u>4,444,401</u>	<u>4,377,870</u>
At the end of the year	<u>4,444,401</u>	<u>4,444,401</u>	<u>4,377,870</u>

The Trust funds projects addressing the circumstances that affect life expectancy and quality of health (the social and economic determinants of health). The Trust operated two main grant programmes in 2022/23.

Data on grants awarded is available from our website: <https://www.peopleshealthtrust.org.uk/projects-we-fund/360-giving>. This page links to details of all grants awarded by People's Health Trust from December 2012 until 30 September 2023.

5b Grant making (prior year)

	Grants committed £	2022 £
<b>Cost</b>		
Supporting greater health equity	4,359,063	4,359,063
Awareness and Communications	18,807	18,807
	<u>4,377,870</u>	<u>4,377,870</u>
At the end of the year	<u>4,377,870</u>	<u>4,377,870</u>

The Trust funds projects addressing the circumstances that affect life expectancy and quality of health (the social and economic determinants of health). The Trust operated two main grant programmes and ended a third programme during 2020/21.

6 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2023 £	2022 £
Depreciation	3,986	4,356
Operating lease rentals payable:		
Property	123,000	120,000
Auditor's remuneration (excluding VAT):		
Audit	13,200	12,000
Other services	-	-
	<u>140,186</u>	<u>136,356</u>

**7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel**

Staff costs were as follows:

	2023	2022
	£	£
Salaries and wages	1,015,944	956,544
Social security costs	113,815	109,134
Employer's contribution to defined contribution pension schemes	66,668	69,342
Temporary staff and contractor costs	71,899	29,390
	<u>1,268,326</u>	<u>1,164,410</u>

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2023	2022
	No.	No.
£60,000 - £69,999	-	-
£70,000 - £79,999	2	-
£100,000 - £109,999	1	1
	<u>3</u>	<u>1</u>

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £415,371 (2022: £379,063).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £6,579 (2022: £1,089) incurred by 10 (2022: 4) members relating to attendance at meetings of the trustees.

The charity also purchased insurance to protect it from any loss arising from the neglect or defaults of its trustees, employees and agents and to indemnify the trustees or other officers against the consequences of any neglect or default on their part. The insurance premium paid by the charity during the year totalled £6,439 (2022: £5,926) and provides cover of up to a maximum of £5 million.

**8 Staff numbers**

Staff are split across the activities of the charity as follows:

	Full time equivalent		Headcount	
	2023 No.	2022 No.	2023 No.	2022 No.
Charitable activities	18.3	19.4	20	21
Support	4.4	4.4	4	5
	<u>22.7</u>	<u>23.8</u>	<u>24</u>	<u>26</u>

**9 Related party transactions**

There are no related party transactions to disclose for this financial year (2022: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

**10 Taxation**

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

**11 Tangible fixed assets**

<b>Cost</b>	IT and office equipment £	<b>Total £</b>
At the start of the year	72,950	<b>72,950</b>
Additions in year	6,810	<b>6,810</b>
Disposals in year	(6,704)	<b>(6,704)</b>
At the end of the year	<u>73,056</u>	<u><b>73,056</b></u>
<b>Depreciation</b>		
At the start of the year	68,224	<b>68,224</b>
Charge for the year	3,986	<b>3,986</b>
Eliminated on disposal	(5,775)	<b>(5,775)</b>
At the end of the year	<u>66,435</u>	<u><b>66,435</b></u>
<b>Net book value</b>		
<b>At the end of the year</b>	<u>6,621</u>	<u><b>6,621</b></u>
At the start of the year	<u>4,726</u>	<u><b>4,726</b></u>

**12 Investments**

	2023 £	2022 £
Fair value at the start of the year	6,527,118	6,768,438
Additions at cost	-	-
Net gain / (loss) on change in fair value	(1,364)	(241,320)
	<u>6,525,754</u>	<u>6,527,118</u>
Fair value at the end of the year	<u>6,525,754</u>	<u>6,527,118</u>

Investments comprise:

	2023 £	2022 £
Property fund	665,509	821,637
Mixed asset funds	5,860,245	5,705,481
	<u>6,525,754</u>	<u>6,527,118</u>

**13 Debtors**

	2023 £	2022 £
Accrued income and prepayments	119,247	106,470
Society lotteries	117,897	117,105
	<u>237,144</u>	<u>223,575</u>

**14 Creditors: amounts falling due within one year**

	2023 £	2022 £
Trade creditors	3,586	6,521
Taxation and social security	-	17,374
Grants payable	4,406,397	4,755,281
Accruals	71,814	54,414
	<u>4,481,797</u>	<u>4,833,590</u>

**15 Creditors: amounts falling due after one year**

	2023 £	2022 £
Grants payable	1,109,439	1,032,994
	<u>1,109,439</u>	<u>1,032,994</u>

For the year ended 30 September 2023

16a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	6,621	-	6,621
Investments	-	-	6,525,754	6,525,754
Net current assets	1,259,460	49,070	(389,872)	918,659
Long term liabilities	-	-	(1,109,439)	(1,109,439)
<b>Net assets at 30 September 2023</b>	<b>1,259,460</b>	<b>55,691</b>	<b>5,026,443</b>	<b>6,341,595</b>

16b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	4,726	-	4,726
Investments	-	-	6,527,118	6,527,118
Net current assets	1,219,082	87,770	1,932,617	3,239,469
Long term liabilities	-	-	(1,032,994)	(1,032,994)
<b>Net assets at 30 September 2022</b>	<b>1,219,082</b>	<b>92,496</b>	<b>7,426,741</b>	<b>8,738,319</b>

17a Movements in funds (current year)

	At 1 October 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 30 September 2023 £
<b>Restricted funds:</b>					
Geographical area funds	7,652,710	2,025,105	(4,430,760)	-	5,247,055
Operating costs funds	-	1,616,291	(1,595,929)	-	20,362
Unrealised loss on investment fund	(241,320)	-	(1,364)	-	(242,684)
Health CICs	15,351	-	(13,641)	-	1,710
<b>Total restricted funds</b>	<b>7,426,741</b>	<b>3,641,396</b>	<b>(6,041,694)</b>	<b>-</b>	<b>5,026,443</b>
<b>Unrestricted funds:</b>					
<b>Designated funds:</b>					
Fixed assets	4,726	-	(3,986)	5,881	6,621
Business development	43,290	-	(19,800)	-	23,490
Network events	18,691	-	(5,323)	-	13,368
Change project	5,889	-	-	(5,889)	-
Website	6,791	-	(825)	-	5,966
Fixed asset replacement	13,109	-	(53)	(6,810)	6,246
<b>Total designated funds</b>	<b>92,496</b>	<b>-</b>	<b>(29,987)</b>	<b>(6,818)</b>	<b>55,691</b>
<b>General funds</b>	<b>1,219,082</b>	<b>49,653</b>	<b>(16,092)</b>	<b>6,818</b>	<b>1,259,460</b>
<b>Total unrestricted funds</b>	<b>1,311,578</b>	<b>49,653</b>	<b>(46,079)</b>	<b>-</b>	<b>1,315,151</b>
<b>Total funds</b>	<b>8,738,319</b>	<b>3,691,049</b>	<b>(6,087,773)</b>	<b>-</b>	<b>6,341,595</b>

The narrative to explain the purpose of each fund is given at the foot of the note below.



17b Movements in funds (prior year)

	At 1 October 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 30 September 2022 £
<b>Restricted funds:</b>					
Geographical area funds	8,834,309	3,177,464	(4,359,063)	-	7,652,710
Operating costs funds	-	1,420,623	(1,484,525)	63,902	
Unrealised loss on investment fund	-	-	(241,320)	-	(241,320)
Health CICs	34,158	-	(18,807)	-	15,351
<b>Total restricted funds</b>	<b>8,868,467</b>	<b>4,598,087</b>	<b>(6,103,715)</b>	<b>63,902</b>	<b>7,426,741</b>
<b>Unrestricted funds:</b>					
Designated funds:					
Fixed assets	9,082	-	(4,356)	-	4,726
Grant making software	2,495	-	-	(2,495)	-
Business development	43,290	-	-	-	43,290
Network events	22,709	-	(4,018)	-	18,691
Change project	8,144	-	(2,255)	-	5,889
Website	43,292	-	(38,996)	2,495	6,791
Fixed asset replacement	15,444	-	(2,335)	-	13,109
<b>Total designated funds</b>	<b>144,456</b>	<b>-</b>	<b>(51,960)</b>	<b>-</b>	<b>92,496</b>
<b>General funds</b>	<b>1,182,912</b>	<b>104,622</b>	<b>(4,550)</b>	<b>(63,902)</b>	<b>1,219,082</b>
<b>Total unrestricted funds</b>	<b>1,327,368</b>	<b>104,622</b>	<b>(56,510)</b>	<b>(63,902)</b>	<b>1,311,578</b>
<b>Total funds</b>	<b>10,195,835</b>	<b>4,702,709</b>	<b>(6,160,225)</b>	<b>-</b>	<b>8,738,319</b>

**Purposes of restricted funds**

Geographical area funds:

Funds arise from donations by 6 separate community interest companies (CIC) (2022 - 6), each of which donates good causes monies raised through individual society lotteries. Each CIC focuses upon a specific community of geographical interest and each fund is restricted for use (after reasonable operating costs) for onward donation as grants to charities and community groups within that CICs area for the purpose of supporting greater health equity.

No restricted fund was in deficit (2022: none). Of the geographical area funds balance of £5,247,055 at 30 September 2023 (2022 - £7,652,710), the following amounts were allocated for specific grant programmes as follows:

- £50,000 to Living Wage;
- £490,916 allocated for research work;
- £170,000 allocated for capacity development and legacy work.

Operating costs funds:

Funds arise from donations by 6 separate community interest companies (2022 - 6) for supporting greater health equity non-grant expenditure, supplemented by investment income.

Health CICs:

The Trust received £50,000 in 2020 to support its work with networks. The balance of £1,710 represents the unspent

**Purposes of designated funds**

The fixed assets fund represents:

- The net book value of the charity's tangible fixed assets at the year end to recognise the fact that the assets are required for the day-to-day operation of the Trust and are not available for other purposes or as a general reserve.

Grant making software represents:

- Future costs expected to be incurred in relation to the updating of grant making software and project consultancy on a review of grant programmes.

Business development represents:

- Funds set aside for future income generation initiatives that the Trust plans to undertake.

Network events represents:

- Future costs expected to be incurred in relation to networking events across the Active Communities programmes.

Change project represents:

- Future costs expected to be incurred in relation to resource support for the change programme approved in September 2015. This programme was designed to support cross-team working and a review of the Active Communities programme. It was no longer required, and the remaining balance was de-designated and transferred to General funds in the year.

Website represents:

- Funds set aside for replacement website.

Fixed Asset Replacement represents:

- Costs expected to be incurred in relation to fixed asset replacements.

**18 Operating lease commitments payable as a lessee**

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property	
	2023	2022
	£	£
Less than one year	99,000	90,000
	<b>99,000</b>	<b>90,000</b>

**19 Legal status of the charity**

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.