

REGISTERED COMPANY NUMBER: 03002869 (England and Wales)
REGISTERED CHARITY NUMBER: 1043143

REPORT OF THE TRUSTEES AND
AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024
FOR

CARING FOR COMMUNITIES AND PEOPLE



CARING FOR COMMUNITIES AND PEOPLE

**CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

	Page
Reference and Administrative Details	1
Report of the Trustees	2 to 12
Report of the Independent Auditors	13 to 15
Statement of Financial Activities	16
Statement of Financial Position	17
Statement of Cash Flows	18
Notes to the Statement of Cash Flows	19
Notes to the Financial Statements	20 to 36

CARING FOR COMMUNITIES AND PEOPLE

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 MARCH 2024**

TRUSTEES	M R Ratcliffe MBE A Piggott (resigned 23.8.23) I J Salter T Czapski K J Morgan OBE DL A M Lea D M Stevens R Pritchard (appointed 30.5.24)
REGISTERED OFFICE	Wolseley House Oriol Road Cheltenham Gloucestershire GL50 1TH
REGISTERED COMPANY NUMBER	03002869 (England and Wales)
REGISTERED CHARITY NUMBER	1043143
AUDITORS	BK Plus Audit Limited (Statutory Auditor) 6 Manor Park Business Centre Mackenzie Way Cheltenham Gloucestershire GL51 9TX
PATRON	The Lord Bird MBE
SENIOR LEADERSHIP TEAM	Cordell Ray MBE - CEO Gareth Edwards - Chief Operating Officer Amanda McPeake - Finance Director Nigel McPeake - Business Devel. Director Max Larcombe - Director of ABS Ramona Ray - Director of CBS Ryan Major - Facilities Director Daniel Chun - Director of Social value and Engagement Gillian Williams - Director of People Services

CARING FOR COMMUNITIES AND PEOPLE

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principal objectives of the charity as defined in the Memorandum of Association are to aid vulnerable young people; to provide accommodation for homeless persons; to provide for those in financial need; and to provide care, support and resettlement advice to those in need or at risk.

In order to achieve the objectives, the charity has set out a series of statements:

Our Vision:

Our vision is of a caring, supportive and inclusive society.

Our Purpose:

Our purpose is to prevent the causes and reduce the effects of homelessness, family breakdown and exclusion.

Our Mission:

Our mission is to support:

- safe and stable homes;
- strong families and communities;
- health and wellbeing;
- independence and resilience;
- social and financial inclusion.

Our Beliefs:

We believe:

- everyone should have a place they can call home;
- everyone has the power to change their lives for the better, but some may need help to do so;
- prevention is better than cure;
- volunteering enriches lives.

Our Values:

We place communities and people at the heart of everything we do. Our services are:

- based on working in partnership;
- available to all who need them;
- delivered to the highest standards;
- compassionate, personalised and empowering;
- based on making things happen.

Public benefit

In planning the charity's activities for the year the trustees kept in mind the Charity Commission's guidance on public benefit. The focus of the charity's activities during the year, which explains the delivery by the charity of public benefit, is set out above under 'objectives and aims' and below under 'achievement and performance'.

CARING FOR COMMUNITIES AND PEOPLE

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

OBJECTIVES AND ACTIVITIES

Pay and remuneration of Key Management Personnel

The charity regards its Key Management Personnel as being the Senior Leadership Team listed on page 1 of the financial statements. The arrangements for setting the pay and remuneration of Key Management Personnel are in line with key market guidelines to enable the charity to remain competitive. Key Management Personnel salary setting is the responsibility of the CEO, with the support of the trustees. The CEO is appointed by the Trustees, who are responsible for setting his remuneration.

Alignment to the Real Living Wage, as set out by the Real Living Wage Foundation, is the benchmark against which all other pay scales are set.

How Trustees engage with employees

Annually the Trustees promote an all-hands away day where key decisions, communications, accomplishments and achievements are celebrated. Each summer, an Annual Service Review is undertaken to include key developments, together with the role and visibility of the board within the charity.

The Senior Leadership Team attends a Board of Trustees meeting at least quarterly, where all aspects of the charity's operation and development are discussed and agreed. Actions arising from these meetings are then communicated through a series of internal meetings to all staff.

Monthly, throughout the year, an all-staff meeting is held, where trustees are invited.

How we manage risk

CCP maintains a Risk Register which considers risks relating to charity governance, operations, finances, environment, and compliance. The impact of potential risks is assessed, and control measures are put in place to mitigate the identified risks. Risks are scored according to chance and impact, with the net risk given RAG rating. The risk register is reviewed annually by senior leadership and Trustees, and in response to emerging risks or incidents.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Why do we do what we do?

Caring for Communities and People (CCP) exists to transform the lives of children, young people, families and vulnerable adults by reducing the impact and consequences of homelessness, family breakdown, poverty and wider social exclusion.

We seek firstly to prevent, then to mitigate the influence of Adverse Childhood Experiences (ACEs) which otherwise contribute to a recurring cycle of social deprivation.

In the year we have supported **9,926** individuals and families, an increase of 17% from the previous year. Across all our services, of those who reported a health condition, mental health was identified as being the single most prevalent issue, with **55%** of our people reporting varying levels of mental health issues ranging from mild to severe. Anxiety and depression accounts for **33%** of reported mental health issues.

How do we do it?

Our principal approach is to tender for contracts for the provision of Health and Social Care services for which local authorities have a statutory responsibility. We specialise in offering Accommodation Based Services to homeless individuals, Community Based Services for people in need who live in their own homes and preventative Family Based Services.

Where we identify unmet needs or opportunities to achieve better outcomes for people accessing our contracted services, we will seek to secure additional grant or trust funding for specific purposes. This may include whole project funding, such as our current Gloucestershire Reaching Families project, which is delivered through the National Lottery Community Fund, or through value added to contracted services, such as grant-funded growing projects that teach young people in our supported accommodation about healthy eating and the environment.

CARING FOR COMMUNITIES AND PEOPLE

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

ACHIEVEMENT AND PERFORMANCE

Accommodation-Based Support

CCP's Accommodation-Based Support (ABS) services provide supportive environments for people who are vulnerable, homeless or who are still developing their independent living skills. We provide a range of services for care leavers, young people aged 16 to 25, and homeless adults. We work with people to develop co-produced action plans which help them to:

- Build on their individual strengths
- Develop the skills they need to become self-reliant
- Sustain accommodation and tenancies
- Rebuild relationships with family members
- Link with wider community support networks
- Enable smooth transitions between supported accommodation and independent living

The accommodation we manage ranges from houses and flats suitable for 1 to 3 people, through to larger sites accommodating 20+ people in individual and shared self-contained homes.

Accommodation is a mix of CCP-owned, leased, or operated under a management agreement.

In the last year we have accommodated **182** homeless adults, **422** young people and care leavers, and supported **603** rough sleepers to access suitable accommodation, a total of **1,207** people.

CASE STUDY

Jay was referred to CCP's accommodation services after a relationship breakdown with his partner, where he became homeless.. Jay was the father of 3 children, had never experienced an episode of homelessness previously or been separated from the children.

Eventually, after several months and much hard work, Jay moved on from the CCP accommodation to a council-owned shared house. With life looking more positive, Jay and his partner gave their relationship another go, and Jay moved back into the family home.

Unfortunately, the relationship did not work out, Jay became homeless again and was re-referred to CCP. Jay's mental health was fragile, he struggled to see the future and had begun to use cannabis as a way of coping with his feelings.

With support, Jay contacted social services to ask for help. A social worker was allocated to the family and Jay and his partner worked together to organise how they would share and provide the care of the children. This was a huge step forward for Jay but he remained dependent on cannabis and still struggled with day-to-day routines of living in shared accommodation. Over time, Jay applied for his own accommodation and secured private accommodation in the town centre.

Unfortunately, this did not work out and Jay was found wandering the streets, homeless yet again. Hitting an all time low, Jay was actually spurred on to make more of an effort to receive support and be less dependent. He asked to move back into the supported accommodation and worked with the staff team and wider network of providers to rebuild his life.

After a year of hard effort, Jay became cannabis free, gained full-time employment and successfully lives independently. Jay states his mental wellbeing has improved significantly and he loves having a job and 'normal' routine. Jay's relationship with his family has improved and he sees his children regularly.

Jay is taking full responsibility for his life instead of 'burying his head in the sand'. He has started to pay his debts off and recognises the impact his life choices have on himself and those around him.

CARING FOR COMMUNITIES AND PEOPLE

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

ACHIEVEMENT AND PERFORMANCE

Community-Based Support

CCP's Community-Based Support (CBS) services deliver short term support that builds on an individual's existing strengths to help them develop the skills to become self-reliant and resilient, and live independently in the long term. We support people to:

- Reduce the risk of tenancy breakdown or losing their homes
- Find and maintain appropriate accommodation
- Maximise their income, improve budgeting and money management skills, and reduce debt
- Find activities, build social networks and avoid isolation, including rebuilding family relationships and developing links with other people, neighbourhoods and community networks
- Take up education, training, employment or volunteering opportunities
- Improve their health and wellbeing and enable them to access health and social care services, including GPs, mental health and drug and alcohol services
- Have their rights and welfare upheld when in contact with the criminal justice system

In the last year, our community-based support services have helped a total of **7,988** people. This includes **4,960** people that we supported with needs relating to housing, income, independence and social inclusion. We helped a further **1,447** people with long term physical and mental health conditions to access services and activities to improve their wellbeing and reduce loneliness and isolation. We supported **657** juveniles and adults with learning difficulties and mental health needs when held in police custody. Our Pantry project has helped **924** people on low incomes to access and prepare low-cost healthy food.

CASE STUDY

Adam was in custody when he was referred to CCP's **ATLAS** programme, which provides housing-related support to offenders, prior to their release, who have a significant history of offending and with a housing-related need.

Adam was very anxious about being released, acknowledging that he was highly likely to go back to his 'old ways' if he didn't make the most of the support or secure accommodation. The ATLAS team planned the support with Adam and identified stable accommodation was the key priority, together with specialist intervention to help him 'stay clean' when out of prison. Adam was attending Narcotics Anonymous during his custody and doing so well that he had been assigned as a mentor to other prisoners.

On the day of Adam's release from prison a placement was offered which enabled the ATLAS team to have relevant support in place whilst seeking permanent accommodation through the Council. Many of the basic needs were met through setting Adam up with Housing Benefit, purchasing a mobile phone so he was contactable and buying new clothes to help Adam feel good about himself.

Adam remained keenly focused on recovery and was attending daily meetings. A local Drug & Alcohol charity was contacted who offered Adam a 'dry house'. This was a significantly positive move as it offered Adam both the accommodation and tailored support he needed in the safest environment enabling him to rebuild his life. The ATLAS team secured the deposit through their crisis fund and Adam moved in.

Adam is now thriving. He recently delivered a 'lived experience' presentation to a group of police officers and wishes to build on this by delivering talks to Young Offenders to convey his experiences to young people to try and help them avoid the same pitfalls. Adam remains drug and crime free and is giving support back to the community.

CARING FOR COMMUNITIES AND PEOPLE

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

ACHIEVEMENT AND PERFORMANCE

Family Services

CCP's Family Service provides both preventative early help and intensive bespoke family support interventions to children, young people and their families. We enable families to make positive changes to ensure families are resilient and connected to their wider community. We do this through strength-based whole family support, Positive Parenting training and community support groups. We support family members to:

- Reduce chaotic lifestyles and establish routines such as breakfast before school, homework, reasonable bedtimes, time for parents to relax
- Adopt healthy lifestyles and improve their emotional and physical wellbeing
- Improve relationships between family members, parents and children
- Manage children's behaviour and antisocial behaviour
- Implement evidence-based parenting skills
- Recognise the value of positive play and attachment
- Understand the process and have their voices heard in child protection cases
- Access wider services and engage in community-based activities and peer support groups

In the last year we provided direct support and intervention to **336** families, **221** families attended positive parenting training courses, and we advocated on behalf of **174** families subject to child protection proceedings, making a total of **731** families supported.

CASE STUDY

During the delivery of a National Lottery funded **Reaching Families** programme, the team of family workers noticed an increased need for peer support for the wider community of parents in the more rural areas of the county. Typically, rural communities are more isolated, with fewer networks and access to public transport.

Younger families reported struggling with feeling isolated from support and it became increasingly apparent, through consultation, that both a parenting group and a Stay and Play group would be beneficial in connecting and supporting young families in a sustainable way.

CCP partnered with a local school and set up a 10-week parenting programme, offering essential information and advice on topics that families had said they were having difficulty with. Following the course, parents felt they had really benefitted and reported feeling more confident in their abilities.

Parents have since met monthly to continue working together, whilst CCP attend sessions and offer ongoing support.

In addition, a weekly Stay and Play group enabled isolated families to come together and for their children to interact with each other and further their social skills and development. Two CCP volunteers help deliver these sessions and through this resource, the group and CCP are continually reaching out to new families to offer both community support and one-to-one family work for struggling parents.

Cost of Living Crisis

The cost of living crisis remains a significant economic challenge for growing numbers of people, with many who reach our doors having nowhere else to turn.

Membership of our Community Pantry has risen by a third in the last year from **149** members to over **200** members visiting weekly. Debt is a significant burden amongst the people we serve, with many taking on debt, often unsecured, to pay rents and for essential living.

CARING FOR COMMUNITIES AND PEOPLE

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

ACHIEVEMENT AND PERFORMANCE

Cost of living crisis - continued

We were heartened, therefore, to be able to assist a small number of individuals with debt that was highly likely to lead to eviction and homelessness through funds raised via the CCP Big Sleepout in the previous year.

Support workers, faced with ever increasing workloads and often insoluble problems to remedy, determine that a family or individual is at risk of losing their home, due to debt, and, where all other avenues have been explored, accessed the Sleepout fund to pay a debt off and as an immediate solution to prevent an episode of homelessness. In total, **43** individual grants were issued totalling **£42,000**. Feedback from fund beneficiaries included:

"Thank you for getting my rent arrears paid, it's so very kind of you, I will always be grateful for your support." V.C.

"Just wanted to inform you that the fridge/freezer has just arrived. The washing machine is delayed but is coming on Monday. We all wanted to say a massive, massive thank you. We can't appreciate it enough." K.D.

"By getting the flooring done it's made a big difference to my mum and sister as they can live normally now, and it prevents them from cold as there was just concrete flooring before. It was a huge help and my mum appreciated it." M.P.

"Honestly, I cannot thank CCP enough, I could honestly cry that someone so kind-hearted like yourself can allow me to see the light at the end of the tunnel." K.T.

We were immensely proud to be chosen by ten-year-old Layla Boydell who walked 13.1 miles in aid of CCP, raising **£2,470.70** towards our Cost-of-Living fund (more than 10 times that of her original goal!). Her actions speak just as loud as her words "...I wanted to raise money for people who are struggling in my community". The funds supported the Community Pantry to ensure it can cope with the increasing membership numbers.

In the process of walking the half marathon, Layla also earned the Charities Interest for the 36th Cheltenham (St Nicholas) Brownies.

Social Value - Volunteering

With a strapline of 'Everyone can be someone to someone,' "Be There" emphasises the community driven spirit of volunteering, where volunteering begins as the simple act of 'being a good neighbour'. The public relaunch of "Be There" also coincides with an internal review of volunteering practice to simplify the application process and expedite volunteers into key services.

There is a national downward trend towards both volunteering activity and the quality of experience for those who do volunteer, as set out in the 'Time Well Spent' report released in 2023 by National Council of Voluntary Organisations (NCVO). The key findings from the report indicate that, post pandemic, instances of volunteering for the public are lower, and as little as half within some volunteering activities.

Still, CCP volunteers contributed **7,745** hours in the year, equivalent to an additional **£120,822** in social value.

Social Value - Student Placements

In the year, we worked with universities and other education providers to place **41** students across our services to add expertise and capacity. Collectively, they contributed **15,958** additional hours to our service provision, equivalent to an additional **£248,945** of officer time or **8.4** Full Time Equivalent employees.

CARING FOR COMMUNITIES AND PEOPLE

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

ACHIEVEMENT AND PERFORMANCE

Social Value - Fundraising

Hamper Scamper

Hamper Scamper was needed this year more than ever to relieve the financial burden of the festive season on families. We were overwhelmed by the support received from the business community and members of the public, who collected, donated, fundraised, and gave their time to support us.

Hamper Scamper delivered **2,049** food hampers and **1,992** children's gifts estimated to be worth **£108,000**. We would like to thank the **284** volunteers who donated **1,218** hours of their time to make it happen, and the businesses, organisations and individuals who donated food and gifts.

Particular thanks go to Grange Park for donating Hamper Scamper HQ, equivalent to a **£38,000** donation in-kind (1 month rent); Go Vehicles who donated a van to be used by Hamper Scamper staff, worth **£1,050**; Iress who developed a new referral portal free of charge, equivalent to a donation of **£5,500**; In The Park who orchestrated a 'bake-a-thon' and managed to bake and hand-decorate **2,000** individual Christmas cakes to go into our hampers, donating all the ingredients and their time free of charge; Officeworx who developed our new-look graphics and hamper design free of charge; Gloucester Carpet Outlet and Cheltenham Christmas Trees who hosted drop off points for donations; and Spirax Sarco who handwrote **2,400** Christmas cards to go into the hampers.

Big Sleepout 2024

In January 2024 we hosted members of the business community for the CCP Big Sleep Out. The event generated significant interest and was well-received on the night. **108** participants slept out, and through their fundraising endeavours raised **£57,455** including Gift Aid on the night. When supplemented by the match funding and other pledges, the final total reached the target of **£100,000**.

£50,000 is earmarked towards the foundation of two homeless pods and we will continue to work with key partners to site these as an enduring legacy of Big Sleep Out 2024. We put on paper our thanks to Brickhampton Golf Course for hosting the event free of charge, as well as to all fundraisers and supporters who have collectively helped to position us to make the pods a reality.

The remaining fund will be distributed throughout the year, with a 2024 crisis fund open to our support staff to provide financial support to those individuals likely to face eviction due to rent and housing-related debt.

Pantry Patrons

Through a fundraising campaign to support our Community Pantry to continue to meet the needs of its growing membership, we secured over **£30,000** in additional financial donations to go directly towards stocking our shelves with food, toiletries, and household essentials. In addition, over **£23,000** of goods were donated towards the Pantry via the public and other supporters.

Make a House a Home

£15,000 was donated towards our appeal to provide people accessing our supported accommodation with a personal budget to transform or enhance their living space or to settle into their new home. This has made an impact through:

- Allowing the purchase of soft furnishing, bedding, decorations etc. to help someone feel at home
- Providing activities such as board games and sporting equipment, including refurbishing the gymnasium in one of our properties
- Supporting individuals to pursue their hobbies, including learning musical instruments, and taking part in a sport, through the purchase of necessary equipment

CARING FOR COMMUNITIES AND PEOPLE

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

ACHIEVEMENT AND PERFORMANCE

Summer Survival Bags

We ran a successful fundraising campaign, which allowed us to coordinate the donation of items to make up 130 'summer survival bags', full of activities to occupy children and families during the summer break, which we know is a stressful time for families on low income and who struggle to afford additional activities to take part in during the school holidays.

Outward Bound

With a long and established relationship with Outward Bound, we completed another week-long experience with 8 of the young people receiving support from CCP. From rambling to wild camping, the trip was filled with thrilling activities. The gorge walk proved to be one of the more challenging tasks, but the team stuck to it and helped those who found it tricky to navigate the running waters.

Trips like these develop and inspire young people to be courageous and try things which would have previously been out of their comfort zone. Keeping active throughout the week had a noticeable positive effect on the mental wellbeing of all members and, despite the odd bit of British weather, the team was always positive with smiles on their faces. They were also building resilience and social skills, interacting with likeminded people of all ages and backgrounds, all brought together by CCP.

Key Developments and Achievements

In the year we achieved the Charity Excellence Framework quality mark. This is an alternative to the former ISO9001 accreditation, and the award was made following assessment of 310 varied factors relating to income, governance, people, communications, finance, risk, operation, and strategy.

We are truly delighted to have won the Third Sector Employer of the Year Award at the prestigious Investors in People National Awards 2023. We are proud to have been recognised on a national level amongst tough competition drawn from across the UK for our endeavours in fusing together elements of a progressive 21st century workforce, built on welfare and empowering staff, with the principles of delivering flexible, caring services to those who need them. We are planning a celebration locally and will announce details shortly.

TRUSTEE RETIREMENT

We would like to extend our heartfelt gratitude to Andrew Piggott for his outstanding dedication and service as CCP Trustee and Treasurer. Andrew joined CCP in 2009, and over the following 15 years, his unwavering commitment, pragmatism, financial stewardship, and strategic insight have been instrumental in guiding CCP towards achieving its mission.

Andrew has been a cornerstone of the organisation, and his contribution has left an indelible mark on our operations and impact. Everyone at CCP is deeply grateful for everything Andrew has done for the charity, and we wish him a long and happy retirement.

CARING FOR COMMUNITIES AND PEOPLE

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

FINANCIAL REVIEW

Investment policy and objectives

The Charity continues to own 340 High Street, valued in these financial statements at £685,000. During the year the Charity invested £100k to refurbish the property, creating additional meeting space and enhancing staff offices. The client accommodation portfolio, funded by the SASC loan of £2,850,000, is valued at £2,777,287, a decrease in value of £96k from 2023.

Risk management

Trustees continue to maintain close assessment and management of risk. In current conditions emphasis has been placed on margins, staff welfare, recruitment and salary levels. Budgeting and forecasting are inbuilt and financial spending authorisation set at appropriate levels.

Income and expenditure

Details of the charity's financial performance are set out in the Statement of Financial Activities on page 16. Our activities have been reported under two headings - Accommodation Based Support and Community Based Support. These activities are defined in Note 22, in which the purposes of the restricted funds are explained.

Income and expenditure have each increased relative to the previous year, by some £1.84 million (19.3%) and £1.87 million (19.8%) respectively. Expenditure was 99% of income in 2024, against 98% in 2023, reflecting continuing investment in management and control systems.

Assets and reserves

Details of the charity's financial position are set out in the Statement of Financial Position on page 17. The principal changes in Fixed Assets are noted above. The deficit for the year of some £28k is reflected in the net reduction to fixed assets with only a minimal change in net current assets, which continues to evidence the tight control of debtors and creditors..

Note 22 explains the spending from funds in the year and the allocation of funds for the following year, with brief supplementary explanation of the purpose of each fund.

Reserves Policy

The trustees continue to pay close attention to the level of the Charity's reserves. Trustees have been prudent in reserving four months' core running costs not associated with contract provision, in the event that income streams covering these costs come to an unforeseen halt or reduce to a level where costs are not covered in full. These figures are shown in note 22. Given these considerations, the trustees consider that the level of unrestricted reserves in relation to its running costs is adequate for the Charity's continued operation.

CARING FOR COMMUNITIES AND PEOPLE

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

FUTURE PLANS

Overarching all future plans is our intention to develop a **long term strategy**, which spans the next decade and beyond, aligning with our purpose of preventing the causes and reducing the impact of family breakdown, youth homelessness and wider social exclusion amongst adults in our communities.

We believe we can do more to:

- **Reduce** family breakdown and, in so doing, reduce the numbers of 16 and 17 year olds requiring supported accommodation
- Take **Inspiration** from children, young people and adults ably lead by our Ambassador Board who are all incredible experts by experience
- Take **Pride** in the strengths we have amassed over some 35 years and build on these
- **Promote** trauma informed practices in all aspects of our provision
- **Lead** more companies, communities and people to support our purpose
- **Embrace** Environmental, Social & Governance practices together with embedding Equality, Diversity & Inclusion across our charity

In the more immediate future there is continuing work to embed '**SPIRIT**', our staff values philosophy, which is poised to become the model for how we reflect upon ourselves, interact with others, and also the standards with which we hold ourselves and each other to account. The next stage is to further embed SPIRIT in everything we do, and to enshrine it in all stages of our staff journey.

We will continue to develop and mature our **Ambassador's Board** for people who have accessed CCP's services to ensure that the voice of those with lived experience is captured and impacts at all levels of our decision-making process.

We will continue to develop our **Quality Framework** to ensure a consistent Platinum Standard is delivered to all our internal and external customers.

Mobilising more individuals and groups to make an impact on their doorsteps through **Volunteering** remains a core focus for us. We will continue to enhance our volunteering offer by creating a unique experience which matches the ambitions and expectations of our volunteers, whilst training and deploying them into environments where they can make a discernible impact.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity ("CCP") is incorporated as a company limited by guarantee and therefore it has no share capital. In the event of the company being wound up and the liabilities and winding up expenses being in excess of assets, the liability of each member is limited to £1. It is governed by its Memorandum & Articles of Association dated 19 December 1994, as amended by special resolution on 22 January 1996.

Recruitment and appointment of new trustees

The power to appoint new trustees is vested in surviving and continuing trustees. Appropriate procedures for the recruitment and training of new trustees are implemented when required.

Organisational Structure

The charity is controlled by a board of trustees, which meets on a regular basis. Names of the trustees are detailed on page 1 of this report. One new trustee was appointed during the year. Day-to-day operations are supervised by a Senior Leadership Team, details of which are given on page 1 of this report.

Related Parties

The company is the sole trustee of the Ratcliffe Trust ("The Trust"), itself a registered charity, using the same registration number as CCP. The Ratcliffe Trust is therefore regarded as a subsidiary undertaking of CCP. Since October 2002 the Trust has been inactive. The charity has two wholly-owned subsidiaries, CCP Innovations Limited and CCP Homes Limited, which have always been and remain dormant.

CARING FOR COMMUNITIES AND PEOPLE

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Caring for Communities and People for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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 those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. 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:

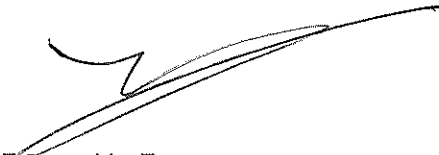
- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, BK Plus Audit Limited (Statutory Auditor), formerly Andorran Limited (Statutory Auditor), will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 25 July 2024 and signed on its behalf by:



T Czapski - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF CARING FOR COMMUNITIES AND PEOPLE

Opinion

We have audited the financial statements of Caring for Communities and People (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF CARING FOR COMMUNITIES AND PEOPLE

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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 Report of the Trustees.

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

- 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 trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the 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.

Our responsibilities for the audit of the financial statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

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:

- enquiries of management including a pre audit meeting;
- obtaining and reviewing supporting documentation of policies concerning the laws and regulations applicable to the charity's business;
- understanding how the charitable company complies with its regulatory framework by making enquiries of management ;
- considering the culture inherent in the company and whether this represents a culture of honesty and ethical behaviour with a strong emphasis of detection and prevention of fraud.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
CARING FOR COMMUNITIES AND PEOPLE**

Auditors' responsibilities for the audit of the financial statements - continued

We assessed the susceptibility of the charitable company's financial statements to material misstatement and considered how fraud might occur. The audit procedures performed included, but were not limited to:

- challenging management assumptions and estimates;
- identifying and testing unusual journal entries;
- assessing how the relevant laws and regulations have been complied with and noting any instances of non compliance;
- reviewing the financial statements for compliance with relevant Accounting Standards and accounting legislation applicable to a charity;
- considering how those charged with governance have addressed the possibility of an override of essential controls or other influence over the financial reporting processes.

In addition, we also considered other non financial laws relevant to the charitable company. These do not necessarily have a direct influence on the financial statements but might affect the charitable company's ability to operate.

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

Use of our report

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



Roger Downes FCA (Senior Statutory Auditor)
for and on behalf of BK Plus Audit Limited (Statutory Auditor)
6 Manor Park Business Centre
Mackenzie Way
Cheltenham
Gloucestershire
GL51 9TX

25 July 2024

CARING FOR COMMUNITIES AND PEOPLE

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	31.3.24 Total funds £	31.3.23 Total funds £
INCOME FROM						
Donations and legacies	2	136,250	105,079	-	241,329	144,927
Charitable activities						
Charitable Activities	5	42,983	11,055,868	-	11,098,851	9,363,433
Other trading activities	3	2	25,313	-	25,315	35,667
Investment income	4	25,742	-	-	25,742	1,985
Other income	6	-	18,634	-	18,634	135,400
Total		<u>204,977</u>	<u>11,204,894</u>	<u>-</u>	<u>11,409,871</u>	<u>9,681,412</u>
EXPENDITURE ON						
Charitable activities						
Charitable Activities	7	250,873	11,072,570	-	11,323,443	9,455,256
Property revaluation release	10	-	114,969	-	114,969	30,000
Total		<u>250,873</u>	<u>11,187,539</u>	<u>-</u>	<u>11,438,412</u>	<u>9,485,256</u>
NET INCOME/(EXPENDITURE)						
Transfers between funds	22	(45,896)	17,355	-	(28,541)	196,156
		93,691	(93,691)	-	-	-
Net movement in funds		<u>47,795</u>	<u>(76,336)</u>	<u>-</u>	<u>(28,541)</u>	<u>196,156</u>
RECONCILIATION OF FUNDS						
Total funds brought forward		1,751,949	239,641	-	1,991,590	1,795,434
TOTAL FUNDS CARRIED FORWARD		<u><u>1,799,744</u></u>	<u><u>163,305</u></u>	<u><u>-</u></u>	<u><u>1,963,049</u></u>	<u><u>1,991,590</u></u>

The notes form part of these financial statements

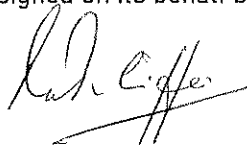
CARING FOR COMMUNITIES AND PEOPLE

STATEMENT OF FINANCIAL POSITION
31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	31.3.24 Total funds £	31.3.23 Total funds £
FIXED ASSETS						
Tangible assets	15	750,161	3,009,858	84,850	3,844,869	3,868,214
Investments	16	2	-	-	2	2
		<u>750,163</u>	<u>3,009,858</u>	<u>84,850</u>	<u>3,844,871</u>	<u>3,868,216</u>
CURRENT ASSETS						
Debtors	17	54,746	476,642	-	531,388	522,340
Cash at bank		1,055,483	489,481	-	1,544,964	1,359,654
		<u>1,110,229</u>	<u>966,123</u>	<u>-</u>	<u>2,076,352</u>	<u>1,881,994</u>
CREDITORS						
Amounts falling due within one year	18	(60,648)	(962,676)	-	(1,023,324)	(796,392)
		<u>1,049,581</u>	<u>3,447</u>	<u>-</u>	<u>1,053,028</u>	<u>1,085,602</u>
NET CURRENT ASSETS						
		<u>1,049,581</u>	<u>3,447</u>	<u>-</u>	<u>1,053,028</u>	<u>1,085,602</u>
TOTAL ASSETS LESS CURRENT LIABILITIES						
		<u>1,799,744</u>	<u>3,013,305</u>	<u>84,850</u>	<u>4,897,899</u>	<u>4,953,818</u>
CREDITORS						
Amounts falling due after more than one year	19	-	(2,850,000)	(84,850)	(2,934,850)	(2,962,228)
		<u>1,799,744</u>	<u>163,305</u>	<u>-</u>	<u>1,963,049</u>	<u>1,991,590</u>
NET ASSETS						
		<u>1,799,744</u>	<u>163,305</u>	<u>-</u>	<u>1,963,049</u>	<u>1,991,590</u>
FUNDS						
Unrestricted funds	22				1,799,744	1,751,949
Restricted funds					163,305	239,641
					<u>1,963,049</u>	<u>1,991,590</u>
TOTAL FUNDS						
					<u>1,963,049</u>	<u>1,991,590</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 25 July 2024 and were signed on its behalf by:



M R Ratcliffe MBE - Trustee

CARING FOR COMMUNITIES AND PEOPLE

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	31.3.24 £	31.3.23 £
Cash flows from operating activities			
Cash generated from operations	1	328,663	159,530
Interest paid		(5,304)	(17,332)
Net cash provided by operating activities		323,359	142,198
Cash flows from investing activities			
Purchase of tangible fixed assets		(397,766)	(847,598)
Sale of tangible fixed assets		233,975	530,000
Interest received		25,742	1,985
Net cash used in investing activities		(138,049)	(315,613)
Cash flows from financing activities			
New loans in year		-	700,000
Loan repayments in year		-	(468,841)
Net cash provided by financing activities		-	231,159
Change in cash and cash equivalents in the reporting period			
		185,310	57,744
Cash and cash equivalents at the beginning of the reporting period		1,359,654	1,301,910
Cash and cash equivalents at the end of the reporting period		1,544,964	1,359,654

The notes form part of these financial statements

CARING FOR COMMUNITIES AND PEOPLE

**NOTES TO THE STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024**

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.24 £	31.3.23 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(28,541)	196,156
Adjustments for:		
Depreciation charges	99,048	86,746
Profit on disposal of fixed assets	(8,247)	(50,000)
Interest received	(25,742)	(1,985)
Interest paid	5,304	17,332
Property revaluation	96,335	(85,400)
(Increase)/decrease in debtors	(9,048)	165,435
Increase/(decrease) in creditors	199,554	(168,754)
Net cash provided by operations	<u>328,663</u>	<u>159,530</u>

2. ANALYSIS OF CHANGES IN NET DEBT

	At 1.4.23 £	Cash flow £	At 31.3.24 £
Net cash			
Cash at bank	1,359,654	185,310	1,544,964
	<u>1,359,654</u>	<u>185,310</u>	<u>1,544,964</u>
Debt			
Debts falling due after 1 year	(2,850,000)	-	(2,850,000)
	<u>(2,850,000)</u>	<u>-</u>	<u>(2,850,000)</u>
Total	<u>(1,490,346)</u>	<u>185,310</u>	<u>(1,305,036)</u>

CARING FOR COMMUNITIES AND PEOPLE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Preparation of consolidated financial statements

The financial statements contain information about Caring for Communities and People as an individual company and do not contain financial information as the parent of a group. The charity is exempt under Section 399 (2A) of the Companies Act 2006 from the requirements to prepare consolidated financial statements.

Income

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

Donations and legacies

Donations are recognised when the Charity has been notified in writing of both the amount and the settlement date. In the event that a donation is subject to conditions that require a level of performance by the Charity before the Charity is entitled to the funds, the income is deferred and not recognised until either these conditions are fully met, or the fulfilment of those conditions is wholly within the control of the Charity and it is probable that these conditions will be fulfilled in the reporting period.

Income from legacies is recognised where evidence of entitlement exists, the value is measurable with sufficient reliability, and on the earlier of the date of receipt of finalised estate accounts or the date of payment.

Grants

Grants including government grants are recognised when the Charity is entitled to receipt. Where entitlement occurs before the income is received, the income is accrued.

Operational rents

Rents are recorded as income in respect of the period to which they relate.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- at varying rates on cost
Motor vehicles	- at varying rates on cost

CARING FOR COMMUNITIES AND PEOPLE

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Individual fixed assets costing £1,000 or more or, at the discretion of the trustees, costing a lower amount are capitalised at cost. Leasehold refurbishments are only capitalised when there is deemed by the trustees to be any lasting value to the work. Freehold property is carried at annual valuation and is not depreciated.

Taxation

As a recognised charity, the charity is exempt from Corporation Tax so far as it relates to its charitable objects. It is not, however, exempt from VAT, and irrecoverable VAT is included in the cost of those items to which it relates.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Designated funds are unrestricted funds that have been set aside by the trustees for specific purposes and are not available towards the core running costs of the charity.

Restricted funds can only be used for restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for restricted purposes.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

CARING FOR COMMUNITIES AND PEOPLE

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

2. DONATIONS AND LEGACIES

Individual Donors	£
D Herrington	8,000
R Ryan	5,015
R Holt	3,750
P Baker	2,000
S Brown	1,320
J Anderson	1,250
T Czapski	1,200
S Adamson	1,200
A Young	1,200
G Ward	1,185
Individual donors under £1,000	33,291
	=====
	59,411
	=====
Community and Staff Fundraisers	£
M Burke	2,367
S Daly	2,030
D Stevens	1,700
I Smith	1,636
C Mountain	1,625
Z Davis	1,570
S Doig	1,555
E George	1,409
T Le Grand	1,365
G Tatham-Losh	1,355
J Rathbone	1,350
C Ray	1,165
Fundraisers under £1,000	11,545
	=====
	30,672
	=====
Corporate Donors	£
Ecctis Ltd	50,297
Ecclesiastical Insurance Office plc	4,328
The Johnnie Johnson Trust	3,869
Atkins Realis	3,500
Brave HCG Ltd	3,132
Apt Marketing & PR	3,097
Greenfields Ltd	2,320
i2i Recruitment Limited	2,302
Novus Property Solutions Ltd	2,180
HCR Legal LLP	1,969
SLG Brands Ltd	1,940
Rockwealth LLP	1,800
Prosperity Care & Wellbeing Ltd	1,560
Fioro Lounge	1,355
St. James's Place	1,250
Circle 2 Success	1,246
Midcounties Co-operative	1,110
Abbey Business Interiors Limited	1,055
Renishaw plc	1,000
Mack Group	1,000

CARING FOR COMMUNITIES AND PEOPLE

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

2. DONATIONS AND LEGACIES - continued

Benefact Group plc	1,000	
Others under £1,000	9,342	
	=====	
	100,652	
	=====	

Churches, clubs etc	£	
Ride to Rugby	17,467	
Sumner Wilson Charitable Trust	3,750	
Cheltenham Rotary Club	1,450	
St Nicolas Church Prestbury	1,089	
The Prestbury United Charities	1,000	
Others under £1,000	1,905	
	=====	
	26,661	
	=====	

Total Donations 217,396

HMRC Gift Aid 23,934

Total Donations and Legacies 241,330

3. OTHER TRADING ACTIVITIES

	31.3.24	31.3.23
	£	£
Miscellaneous income	25,315	35,667
	<u> </u>	<u> </u>

4. INVESTMENT INCOME

	31.3.24	31.3.23
	£	£
Deposit account interest	25,742	1,985
	<u> </u>	<u> </u>

CARING FOR COMMUNITIES AND PEOPLE

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

5. INCOME FROM CHARITABLE ACTIVITIES

		31.3.24	31.3.23
	Activity	£	£
Grants	Charitable Activities	8,274,776	7,308,255
Operational rents received	Charitable Activities	2,824,075	2,055,178
		11,098,851	9,363,433

Grants received, included in the above, are as follows:

	31.3.24	31.3.23
	£	£
Gloucestershire County Council	3,189,497	2,449,216
Herefordshire Council	989,824	952,003
Bristol City Council	731,643	1,057,181
Swindon Borough Council	482,631	361,073
NHS Gloucestershire	373,227	371,698
Worcester City Council	348,105	419,706
South Gloucestershire Council	339,553	341,750
Primary Care Network Cheltenham Central	238,964	192,251
Wiltshire Council	232,513	177,137
Dorset Council	211,388	-
Wychavon District Council	189,235	135,000
Bournemouth, Christchurch and Poole Council	158,769	137,756
Big Lottery Fund	149,708	158,661
Primary Care Network Mythe Medical Practice	136,369	132,230
Redditch Borough Council	90,936	75,246
Cheltenham Borough Council	72,363	33,900
Teignbridge District Council	60,000	30,000
Aspire Foundation	41,892	40,843
Oakwood School	41,892	35,850
Spirax Sarco Engineering Plc	29,680	-
Bromsgrove District Council	27,852	25,086
Rooftop Housing Association	26,466	26,198
Tewkesbury Borough Council	20,000	26,000
University of Gloucestershire	16,500	5,600
Active Gloucestershire	13,000	-
University of Worcester	10,795	7,000
Malvern Hills District Council	7,380	-
Fluck Convalescent Fund	7,057	7,416
London Borough of Havering	-	28,543
Police and Crime Commissioner for Wiltshire	-	10,000
Herefordshire Community Foundation	-	7,500
E F Bulmer Benevolent Fund	-	7,289
Aspire Gloucestershire Ltd	-	5,266
Oxfordshire Council	-	3,509
University of the West of England	-	2,800
University of Bristol	-	2,800
Others less than £5,000	37,537	41,747
	8,274,776	7,308,255

CARING FOR COMMUNITIES AND PEOPLE

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

6. OTHER INCOME		31.3.24	31.3.23
		£	£
Gain on sale of tangible fixed assets		18,634	50,000
Gain on property revaluation		-	85,400
		<u>18,634</u>	<u>135,400</u>
7. CHARITABLE ACTIVITIES COSTS			
	Direct Costs (see note 8)	Support costs (see note 9)	Totals
	£	£	£
Charitable Activities	<u>11,317,207</u>	<u>6,236</u>	<u>11,323,443</u>
8. DIRECT COSTS OF CHARITABLE ACTIVITIES		31.3.24	31.3.23
		£	£
Staff costs		7,574,179	6,579,992
Direct client costs		232,269	141,602
Property costs		1,055,809	777,039
Equipment costs		289,942	177,858
Administration costs		289,393	248,041
Professional fees		871,596	694,569
Other staff expenditure		850,601	696,242
Vehicle costs		38,679	29,844
Depreciation		99,048	86,746
Loss on sale of assets		10,387	-
Interest payable and similar charges		5,304	17,332
		<u>11,317,207</u>	<u>9,449,265</u>
9. SUPPORT COSTS			Governance costs
			£
Charitable Activities			<u>6,236</u>

CARING FOR COMMUNITIES AND PEOPLE

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

9. SUPPORT COSTS - continued

Support costs, included in the above, are as follows:

Governance costs

	31.3.24 Charitable Activities £	31.3.23 Total activities £
Auditors' remuneration	6,236	5,991
	<u> </u>	<u> </u>

10. PROPERTY REVALUATION RELEASE

	31.3.24 £	31.3.23 £
Revaluation loss on property	114,969	30,000
	<u> </u>	<u> </u>

11. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.24 £	31.3.23 £
Auditors' remuneration	6,236	5,991
Depreciation - owned assets	99,048	86,746
Surplus on disposal of fixed assets	(8,247)	(50,000)
	<u> </u>	<u> </u>

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

The key management personnel of the charity comprise the trustees, the Chief Executive Officer, Chief Operating Officer, Finance Director, Business Development Director, ABS Director, CBS Director, Facilities Director, Social Value and Engagement Director and People Services Director. The total employee benefits of the key management personnel of the Charity were £597,369 (2023: £566,042).

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

CARING FOR COMMUNITIES AND PEOPLE

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

13. STAFF COSTS

	31.3.24	31.3.23
	£	£
Wages and salaries	6,779,623	5,890,012
Social security costs	571,169	496,175
Other pension costs	223,387	193,805
	<u>7,574,179</u>	<u>6,579,992</u>

The average monthly number of employees during the year was as follows:

	31.3.24	31.3.23
Management and administration	39	39
Charitable Activities	228	212
	<u>267</u>	<u>251</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.3.24	31.3.23
£60,001 - £70,000	3	2
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-
	<u>4</u>	<u>3</u>

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Endowment fund	Total funds
	£	£	£	£
INCOME FROM				
Donations and legacies	108,437	36,490	-	144,927
Charitable activities				
Charitable Activities	23,480	9,339,953	-	9,363,433
Other trading activities	10,925	24,742	-	35,667
Investment income	1,985	-	-	1,985
Other income	50,000	85,400	-	135,400
Total	<u>194,827</u>	<u>9,486,585</u>	<u>-</u>	<u>9,681,412</u>
EXPENDITURE ON				
Charitable activities				
Charitable Activities	298,988	9,156,268	-	9,455,256
Property revaluation release	30,000	-	-	30,000
Total	<u>328,988</u>	<u>9,156,268</u>	<u>-</u>	<u>9,485,256</u>
NET INCOME/(EXPENDITURE)	(134,161)	330,317	-	196,156

CARING FOR COMMUNITIES AND PEOPLE

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Endowment fund £	Total funds £
Transfers between funds	254,154	(254,154)	-	-
Net movement in funds	119,993	76,163	-	196,156
RECONCILIATION OF FUNDS				
Total funds brought forward	1,631,956	163,478	-	1,795,434
TOTAL FUNDS CARRIED FORWARD	<u>1,751,949</u>	<u>239,641</u>	<u>-</u>	<u>1,991,590</u>

15. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Totals £
COST OR VALUATION				
At 1 April 2023	3,558,922	526,733	50,150	4,135,805
Additions	215,000	173,566	9,200	397,766
Disposals	(215,300)	(54,062)	(8,990)	(278,352)
Revaluations	(96,335)	-	-	(96,335)
Reclassification	-	(17,500)	-	(17,500)
At 31 March 2024	<u>3,462,287</u>	<u>628,737</u>	<u>50,360</u>	<u>4,141,384</u>
DEPRECIATION				
At 1 April 2023	-	235,206	32,385	267,591
Charge for year	-	89,783	9,265	99,048
Eliminated on disposal	-	(47,678)	(4,946)	(52,624)
Reclassification/transfer	-	(17,500)	-	(17,500)
At 31 March 2024	<u>-</u>	<u>259,811</u>	<u>36,704</u>	<u>296,515</u>
NET BOOK VALUE				
At 31 March 2024	<u>3,462,287</u>	<u>368,926</u>	<u>13,656</u>	<u>3,844,869</u>
At 31 March 2023	<u>3,558,922</u>	<u>291,527</u>	<u>17,765</u>	<u>3,868,214</u>

Cost or valuation at 31 March 2024 is represented by:

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Totals £
Valuation in 2022	195,125	-	-	195,125
Valuation in 2023	85,400	-	-	85,400
Valuation in 2024	(96,335)	-	-	(96,335)
Cost	<u>3,278,097</u>	<u>628,737</u>	<u>50,360</u>	<u>3,957,194</u>
	<u>3,462,287</u>	<u>628,737</u>	<u>50,360</u>	<u>4,141,384</u>

CARING FOR COMMUNITIES AND PEOPLE

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

15. TANGIBLE FIXED ASSETS - continued

One of the company's properties that is used for its own activities was valued by ETP Property Consultants in February 2020 and this valuation was adopted as the valuation figure and carried at that value in the financial statements to 31 March 2020, 2021, 2022 and 2023. The trustees have considered the carrying value at 31 March 2024 and determined that, in their view, there has been no material change to that valuation.

Another of the properties that was used for the charity's own activities was sold in the year to 31 March 2023.

Three properties were purchased in the year to 31 March 2021, eight more in the year to 31 March 2022, two in the year to 31 March 2023 and one property was sold and another purchased in the current year, as part of the charity's Independent Living Service provision. The trustees consider that the value of these properties has reduced beyond the previous valuation and have therefore determined to carry these properties in the financial statements at 31 March 2024 at a revalued amount that they have established by reference to market research into residential property values in the areas that the properties are located, save for one property purchased in the year, which is included at cost.

16. FIXED ASSET INVESTMENTS

The fixed asset investments at 31 March 2024 are £2, being the whole of the issued share capital of CCP Innovations Limited (£1) and the whole of the issued share capital of CCP Homes Ltd (£1). Both are dormant companies that have never traded.

The company also has a subsidiary charity called The Ratcliffe Trust which was inactive during the year and has reserves of £84,850 at both 31 March 2024 and 31 March 2023.

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24	31.3.23
	£	£
Trade debtors	343,445	392,797
Other debtors	1,453	2,098
Prepayments and accrued income	186,490	127,445
	531,388	522,340

CARING FOR COMMUNITIES AND PEOPLE

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24	31.3.23
	£	£
Trade creditors	101,657	99,410
Social security and other taxes	140,941	113,489
Other creditors	144,586	103,830
Accrued expenses	314,398	207,884
Deferred income	321,742	271,779
	1,023,324	796,392

19. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	31.3.24	31.3.23
	£	£
Other loans (see note 20)	2,850,000	2,850,000
Amounts owed to group undertakings	84,850	84,850
Accrued expenses	-	27,378
	2,934,850	2,962,228

The accrued expenses represent interest that will become payable to The Community Investment Fund L.P. at the end of the loan period in 2030 - see note 20 below.

20. LOANS

An analysis of the maturity of loans is given below:

	31.3.24	31.3.23
	£	£
Amounts falling due in more than five years:		
Repayable otherwise than by instalments:		
Other loan	2,850,000	2,850,000

The other loan is funding from The Community Investment Fund L.P., a fund of Social and Sustainable Capital LLP, as part of the programme for acquisition of properties for use in the charity's Independent Living Service. The loan is repayable in 2030 and bears interest at a commercial rate.

21. SECURED DEBTS

The following secured debts are included within creditors:

	31.3.24	31.3.23
	£	£
Mortgage	2,850,000	2,850,000

Legal charges dated 19 July 2016 and 8 September 2016 over the charity's two original freehold properties were granted in favour of Lloyds Bank plc as part of the charity's loan facilities with the bank. These were satisfied in the year.

CARING FOR COMMUNITIES AND PEOPLE

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

21. SECURED DEBTS - continued

A charge dated 4 January 2020 has been granted to The Community Investment Fund L.P. over one of the company's bank accounts. Subsequently charges have been granted individually to The Community Investment Fund L.P. over the charity's thirteen Independent Living Service properties purchased during the years to 31 March 2021, 2022, 2023 and 2024.

22. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	648,345	210,325	(98,737)	759,933
Unrestricted revaluation fund	145,000	-	-	145,000
Property Maintenance	60,000	(64,393)	55,393	51,000
Depreciation	100,000	(90,669)	90,669	100,000
Expansion of SRol	4,300	(3,750)	(550)	-
Regulatory Professional Fees	10,000	(11,000)	1,000	-
Running Costs	547,604	-	82,207	629,811
System Development	30,000	(1,205)	(3,795)	25,000
CBS Senior Managers and Volunteer Coordinator	62,500	(16,338)	21,838	68,000
Apprenticeship	6,600	(6,799)	199	-
Training and Development Manager	27,000	(12,407)	(14,593)	-
Data and Reporting Expert	23,600	-	(2,600)	21,000
Quality Manager	35,000	(15,311)	(19,689)	-
Registered Manager (ILS/Ofsted)	52,000	(34,349)	(17,651)	-
	<u>1,751,949</u>	<u>(45,896)</u>	<u>93,691</u>	<u>1,799,744</u>
Restricted funds				
Restricted revaluation fund	215,525	(114,969)	-	100,556
Community Based Support	24,116	71,001	(32,368)	62,749
Accommodation Based Support	-	61,323	(61,323)	-
	<u>239,641</u>	<u>17,355</u>	<u>(93,691)</u>	<u>163,305</u>
TOTAL FUNDS	<u><u>1,991,590</u></u>	<u><u>(28,541)</u></u>	<u><u>-</u></u>	<u><u>1,963,049</u></u>

CARING FOR COMMUNITIES AND PEOPLE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

22. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	204,977	5,348	210,325
Property Maintenance	-	(64,393)	(64,393)
Depreciation	-	(90,669)	(90,669)
Expansion of SRol	-	(3,750)	(3,750)
Regulatory Professional Fees	-	(11,000)	(11,000)
System Development	-	(1,205)	(1,205)
CBS Senior Managers and Volunteer Coordinator	-	(16,338)	(16,338)
Apprenticeship	-	(6,799)	(6,799)
Training and Development Manager	-	(12,407)	(12,407)
Quality Manager	-	(15,311)	(15,311)
Registered Manager (ILS/Ofsted)	-	(34,349)	(34,349)
	<u>204,977</u>	<u>(250,873)</u>	<u>(45,896)</u>
Restricted funds			
Restricted revaluation fund	-	(114,969)	(114,969)
Community Based Support	4,404,770	(4,333,769)	71,001
Accommodation Based Support	6,800,124	(6,738,801)	61,323
	<u>11,204,894</u>	<u>(11,187,539)</u>	<u>17,355</u>
TOTAL FUNDS	<u><u>11,409,871</u></u>	<u><u>(11,438,412)</u></u>	<u><u>(28,541)</u></u>

CARING FOR COMMUNITIES AND PEOPLE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

22. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	595,656	124,517	(71,828)	648,345
Unrestricted revaluation fund	175,000	(30,000)	-	145,000
Property Maintenance	85,000	(46,476)	21,476	60,000
Consultancy Fees	20,000	(10,630)	(9,370)	-
Depreciation	100,000	(84,927)	84,927	100,000
Expansion of SRol	20,000	(5,647)	(10,053)	4,300
Marketing	15,000	(3,115)	(11,885)	-
Regulatory Professional Fees	15,000	(3,669)	(1,331)	10,000
Running Costs	476,300	-	71,304	547,604
System Development	25,000	(949)	5,949	30,000
Training	20,000	(14,400)	(5,600)	-
CBS Senior Managers and Volunteer Coordinator	35,000	(37,179)	64,679	62,500
Apprenticeship	15,000	(3,136)	(5,264)	6,600
Training and Development Manager	35,000	(18,550)	10,550	27,000
Data and Reporting Expert	-	-	23,600	23,600
Quality Manager	-	-	35,000	35,000
Registered Manager (ILS/Ofsted)	-	-	52,000	52,000
	<u>1,631,956</u>	<u>(134,161)</u>	<u>254,154</u>	<u>1,751,949</u>
Restricted funds				
Restricted revaluation fund	130,125	85,400	-	215,525
Community Based Support	33,353	52,231	(61,468)	24,116
Accommodation Based Support	-	192,686	(192,686)	-
	<u>163,478</u>	<u>330,317</u>	<u>(254,154)</u>	<u>239,641</u>
TOTAL FUNDS	<u><u>1,795,434</u></u>	<u><u>196,156</u></u>	<u><u>-</u></u>	<u><u>1,991,590</u></u>

CARING FOR COMMUNITIES AND PEOPLE

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

22. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	194,824	(70,307)	124,517
Unrestricted revaluation fund	-	(30,000)	(30,000)
Property Maintenance	-	(46,476)	(46,476)
Consultancy Fees	2	(10,632)	(10,630)
Depreciation	1	(84,928)	(84,927)
Expansion of SRol	-	(5,647)	(5,647)
Marketing	-	(3,115)	(3,115)
Regulatory Professional Fees	-	(3,669)	(3,669)
System Development	-	(949)	(949)
Training	-	(14,400)	(14,400)
CBS Senior Managers and Volunteer Coordinator	-	(37,179)	(37,179)
Apprenticeship	-	(3,136)	(3,136)
Training and Development Manager	-	(18,550)	(18,550)
	194,827	(328,988)	(134,161)
Restricted funds			
Restricted revaluation fund	85,400	-	85,400
Community Based Support	3,787,546	(3,735,315)	52,231
Accommodation Based Support	5,613,639	(5,420,953)	192,686
	9,486,585	(9,156,268)	330,317
TOTAL FUNDS	9,681,412	(9,485,256)	196,156

The **designated funds** are in respect of:

Property Maintenance

Fund for maintenance and refurbishment of the charity's properties.

Consultancy fees

Professional fees relating to quality management and consultancy systems.

Depreciation

Allowance for depreciation on fixed assets that increased significantly in the year ended 31 March 2021 due to setting staff up to work from home during the pandemic.

Expansion of SRol

Funding to support the rollout across CCP of the current SRol model.

Marketing

Production of Microsite Annual Report. Annual budget and equipment purchases to support the expansion of the engagement manager and the digital communication officer roles.

Regulatory Professional Fees

Fund to provide the professional services to support us in our application to become a Registered Provider (RP) and Ofsted registration.

CARING FOR COMMUNITIES AND PEOPLE

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

22. MOVEMENT IN FUNDS - continued

Running Costs

To cover four months' core running costs not associated with contract provision in the event that income streams covering these costs come to an unforeseen halt or reduce to a level where costs are not covered in full.

System Development

Investment in managed cloud software to meet business needs relating to finance and HR management.

Training

Funds set aside to upskill SLT members through Quolux, which is a bespoke Leadership package that will develop a range of leadership skills over the next year. An additional training budget to supplement the introduction of new training pathways across the organisation, allowing staff to access mandatory and ancillary training.

CBS Senior Managers and Volunteer Coordinator

Fund for the post of additional senior managers and a volunteer coordinator to lead on the Family side of Community Based Support and to contribute to our social value commitments.

Apprenticeship

To provide an apprenticeship opportunity for the South Gloucestershire Early Help contract service.

Training and Development Manager

Additional support to ensure that incoming staff are inducted, with a strong offer in terms of continuous professional development through the oversight of training pathways. As well as ensuring compliance with all mandatory training.

Data and Reporting Expert

Hybrid role to manage Advice Pro, internal data and reporting to commissioners and SRoL.

Quality Manager

Additional post to improve quality processes and internal audits.

Registered Manager

Additional capacity and experience to comply with Ofsted regulation.

The **restricted funds** are in respect of:

Community-Based Support

Community-Based Support aims to improve the quality of people's lives by assisting them to maintain their accommodation, promoting independent living and encouraging people to build on their existing strengths and staying well. Incorporated in this is our preventative family Support team, providing assistance to children, young people and families facing crises or on-going struggles that may lead to youth homelessness.

Accommodation-Based Support

Accommodation-Based Support provides integrated housing, training, education, employment, advice and support services for vulnerable and homeless people, promoting independent living and encouraging people to build on their existing strengths and staying well.

CARING FOR COMMUNITIES AND PEOPLE

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

22. MOVEMENT IN FUNDS - continued

Transfers between funds

Transfers are made between restricted and unrestricted funds at the end of every accounting period in cases where:

i) the activity of the restricted fund has come to an end and there is an unspent balance that is not repayable to the funder(s), when the surplus is transferred to unrestricted funds; and

ii) the restricted fund is in deficit and has either come to an end or there is no prospect of a surplus in a later period, when the deficit is eliminated by transfer from unrestricted funds.

23. CONTINGENT LIABILITIES

Various funders retain the right to claw back grants should the use of the funds not be in accordance with the terms of the grant. In the opinion of the trustees, no such liability exists at the year end.

24. CAPITAL COMMITMENTS

	31.3.24	31.3.23
	£	£
Contracted but not provided for in the financial statements	-	-
Authorised but not committed at the year end	-	93,622

25. RELATED PARTY DISCLOSURES

During the year the charity paid motor insurance to an insurance broking company owned and managed by one of the trustees. The premium paid in the year to 31 March 2024 was £8,354 (2023: £5,983), on which the related party earned commission of £357 (2023: £251).

During the year the charity paid £3,206 (2023: £4,768) for room hire and £nil (2023: £710) for training costs on commercial terms offered to other charities to a charity of which one of the trustees is also a trustee.

During the year, the charity received grants on an arm's length basis from the Aspire Foundation, where one of the Senior Management Team is a Governor.

During the year, the charity rented a property that is jointly-owned by a member of the Senior Leadership Team for use in its Independent Living Service on an arms length basis.