Company registration number: 05189356 Charity registration number: 1106963

# PEOPLE FIRST DORSET (A COMPANY LIMITED BY GUARANTEE) ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023



Edwards & Keeping

**Chartered Accountants** 

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### REFERENCE AND ADMINISTRATIVE DETAILS

Trustees Graham Waters, Chairman

Ruth Bettenson, Treasurer

Richard Maxfield Hazel Morgan Paul St Quintin Deborah Holyer

Secretary Sara Whistance

Principal Office 2 Herringston Barn

Herringston DORCHESTER

Dorset DT2 9PU

The charity is incorporated in England and Wales.

Company Registration Number 05189356

**Charity Registration Number** 1106963

Bankers The Co-operative Bank

**CCLA Fund Managers Limited** 

**CAF Bank Limited** 

Independent Examiner Edwards & Keeping

Unity Chambers 34 High East Street

Dorchester Dorset DT1 1HA

### TRUSTEES' REPORT

The Trustees present their report and the financial statements for the year ended 31st March 2023. The Trustees, who are also directors for the purposes of company law, who served during the year and up to the date of this report, are set out on page 1.

### Structure, governance and management

The organisation is a charitable company limited by guarantee (05189356), incorporated on 26 July 2004, and registered as a charity (1106963) on 24 November 2004 as Dorset People First. The name was changed to People First Dorset on 20 March 2014.

The company was established under a Memorandum of Association which sets out the objects of the charitable company and is governed under its Articles of Association. The company updated its Memorandum of Association in September 2018. Under the Articles, the Directors are re-elected or elected at the AGM each year and there must always be a minimum of 3 directors.

The liability of members of the charity is limited to a sum not exceeding £1, being the amount that each members undertakes to contributes to the assets of the charity in the event of it being wound up while he, she or it is a member or within one year after he, she or it ceases to be a member.

### Objectives and activities

The company is a charity and exists to promote any charity purpose (including the promotion of education and social inclusion) for the benefit of individuals with learning disabilities ("Individuals") assisting these Individuals to integrate into society, in particular (but not exclusively) by:

- (1) enabling Individuals to be self-advocates providing workshops, forums and general support;
- (2) providing local support groups that encourage and enable Individuals to integrate and participate more effectively with the wider community and build confidence in themselves;
- (3) enabling and supporting Individuals to learn new skills that will assist them in progressing towards a more independent and full life, participating more effectively with the wider community and improving their health and wellbeing;
- (4) providing social and educational opportunities for Individuals within the community which promote social inclusion and independence;
- (5) increasing, or co-ordinating, opportunities for Individuals to engage better with the bodies which provide any services that Individuals use and to enable those providers to better meet the needs of Individuals:
- (6) raising public awareness of the issues affecting Individuals, both generally and in relation to their social exclusion; and
- (7) offering guidance, support and assistance to the families and supporters of Individuals in relation to the care and support of Individuals (to the extent that it benefits the Individual)

The Trustees have complied with their duty to have due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

### Achievements and performance

The Charity has, with our talented and committed staff, continued to work hard during the year to support people with learning disabilities. Activities which are considered to be restricted and unrestricted projects are shown in more detail on page 25.

### TRUSTEES' REPORT

Fears around the increased vulnerability of people with a learning disability to the effects of COVID-19 mean that some of our members have been, over the last year, still reluctant to leave the house, or are keeping a distance from others, even as restrictions have eased. The future is still seen as uncertain, with some feeling that life has not fully returned to normal. Others have been eager to rejoin their community, embracing their new freedom and re-establishing friendships and activity with renewed enthusiasm and vigour.

### **Operations and Governance at People First Dorset**

People First Dorset is a 'self-advocacy' organisation, led and run by people with learning disabilities, with support from staff and volunteers.

We develop self-advocacy in three stages. It starts by coming together at our Friendship Club events; individuals then tend join one of our 12 Speaking Up Groups, and finally come together to lead change through our developing Action Groups. Our mission is to support people learning disabilities to be independent, have their voices heard and to be included in community life.

Anyone with a learning disability is welcome to join our activities, which are currently aimed at adults with a learning disability. Anyone with a learning disability can also apply to become a member of the charity, People First Dorset. Members of the People First Dorset charity are entitled to vote at AGM meetings.

It is also possible for carers, professionals and organisations (one person per organisation) to apply and become a member of People First Dorset

People First Dorset also offers an Easy Read service, where information is put into an accessible format, so people with learning disabilities can read and understand it.

People First Dorset currently have a staff team of 4 full time and 6 part time employees, and are governed by a Board of Trustees, including one person who has a learning disability. Sitting alongside the Board of Trustees is a Management Committee of between 6 -8 individuals, all of whom have a learning disability. With the trustees, they oversee the strategy and operations of the charity. With support from the Operations Manager, the Management Committee (MC) meet regularly to talk about current projects and discuss the future direction of People First Dorset. There are regular communications between the MC and Board of Trustees.

Both the Management Committee and Trustees respectively continued to meet monthly online throughout pandemic, and over the last year the Trustees continued to meet approximately every 6 - 8 weeks.

In the last year, the Management Committee have:-

- continued meeting monthly in person
- overseen the transition from projects online to back in person
- overseen planning for existing and new projects
- · helped develop People First Dorset's Values
- consulted on improving GP annual health check processes in Dorset and Bournemouth, Christchurch and Poole
- introduced a 'reporting board' which they take to events, where other members are able to share their thoughts and feedback. This communication forms part of the ways in which the team, and trustees, learn how beneficiaries are coping and of immediate concerns, enabling us respond to changing needs and develop our response accordingly in turn supporting individuals to cope with activities which meet needs.

We welcome another opportunity to share in our Annual Report how we have continued to empower and enable adults with learning disabilities across Dorset to join activities, develop skills and improve their health and wellbeing. Many individuals were at risk of poorer mental health or intensified mental health problems during the pandemic, and our team supported them to address these (often signposting to other services for more specialised support as appropriate), with now most having returned to activities as issues were caught early.

### TRUSTEES' REPORT

As the last two years, People First Dorset has been able to use its established position of trust within our Dorset community and support individuals, in particular where needs were less well served by mainstream provision, and to keep individuals safe and well. This has predominantly been achieved through addressing beneficiaries' social isolation, improving mental health and physical wellbeing, plus opportunities to speak up.

### More about our Mission and Purpose at People First Dorset

- 1. Enable people to make and sustain friendships in their community, create opportunities to speak up and develop action groups so that issues affecting the lives of people with learning disabilities can be addressed at the earliest opportunity
- 2. Empower people with learning disabilities to take the lead in addressing their concerns successfully; to develop stronger self-advocacy skills; have a better understanding of their rights; and build peer networks so they may (more confidently, effectively, and independently) address the inequalities they experience on a daily basis.
- 3. Enable people with learning disabilities to develop stronger, more productive relationships with key decision makers (i.e., statutory services, housing, health bodies), who will realise the benefits that working together can produce significant improvements for all.
- 4. Develop an increased awareness and empathy from the community for people with learning disabilities, who will in turn find the community a more inclusive and fairer environment to live in and engage with.
- 5. Develop a better understanding of how to create cost effective and sustainable solutions for people with learning disabilities, so we can better address the inequalities they experience.

### Our continued response to COVID

The team have continued to talk regularly with beneficiaries, actively listening to find out what their needs are at any given time and then responding dynamically, innovatively and swiftly with support as people's needs changed.

We are incredibly grateful that all our funders have enabled us to continue supporting members in the different ways they have needed. It has meant that individuals have been able to carry on coping well despite the ongoing difficult situations many have found themselves in, and as regulations and restrictions chopped and changed over the year. Please find below a snapshot of our work during the last year:-

#### **Activities**

The negative impact of COVID significantly eased, with almost all restrictions lifted and life returning to a 'new normal'.

Speaking Up groups resumed in person, increasing from 10 to 13 each month. There are also three new groups are taking place in Weymouth, East Dorset and Purbeck.

Friendship Club resumed almost all activities in person. Discos came back (huge demand for these!), as there was for the return of Big Night Out, our bi-annual nightclubbing event in Bournemouth, run with People First Forum, and with an attendance of around 400 people with a learning disability.

There is still a small demand from some members for a monthly online group, which continues to be popular for this minority.

### What else?

### TRUSTEES' REPORT

- The team have continued to talk regularly with beneficiaries (members), actively listening to find out what their needs are at any given time and then responding dynamically, innovatively and swiftly with support as people's needs changed.
- Speaking Up Groups have covered topics over the last year, ranging from online scams, staying safe online to budgeting, cost of living, housing, employment and more.
- The Friendship Club has continued to work creatively, offering a range of activities suited to members wishes and needs. These include online and in person quizzes, scavenger hunts, picnic, walks, crafts, games, clay modelling, drawing, ghost walks and more.
- Following much demand, and the ending of a key social group in Bridport, we re-launched our Bridport Friendship Club group, thanks to funding from People's Health Trust.
- New Venues members have sought out new venues as they return to normal. These are all places where they feel safe, supported and welcomed.
- North Dorset -there have been more issues around transport and getting individuals to events, which the team have been addressing with members and providers. The key concerns still centre around residential homes who struggle to bring residents out to activities in the evenings, due to lack of staff support.
- Connect, our eye catching and accessible booklet (introduced in year one to support members with information about key covid updates, health, and wellbeing activities and with information about our events) continued to be produced bi-monthly, posting out to over 650 members, and circulated by email to a further 500 plus stakeholders.
- A fun and inclusive singing group has begun with members and is proving to be very popular. The group have already performed at a local church and are planning further performances later this year.
- A short course of dance sessions were held in person in January and February 2022, proving a popular way for members to reengage with physical activity.
- As members returned to activities and their community, a series of online and in person wellness workshops were held from January to May 2022. These were aimed at supporting individuals wellbeing as they returned to the 'new normal' and were well attended with positive feedback from members.
- The team also held two Coping with Anxiety workshops in January 2022, supporting those individuals who had struggled with their mental health. These proved so popular, as they enabled many individuals to reduce their anxiety as they returned back to the community, that four relaxation and mindfulness sessions were then held in March and April, helping to embed the ability of individuals to manage their anxiety and mental health.
- Also, in February and March, a small group who were struggling with food preparation, took part in some Healthy Eating workshops, learning how to create and prepare simple meals themselves. This was particularly useful for some members who are living independently. Two individuals continued with further support from the team as they developed their shopping/cooking skills and confidence.
- With the rise of some members falling prey to online scams, we have continued to hold regular Staying safe online workshops at events, with support from the local community policy safety team, as well as the online safety team at Dorset Council. This has been particularly important as we have seen a significant rise of individuals struggling to manage their boundaries on online safety.
- The team have worked hard to ensure that all members are aware of Annual health checks, and how to receive them. We have also worked with health services to create a comprehensive Annual Health Check pack for each GP surgery in Dorset, which were circulated last year.

### TRUSTEES' REPORT

- An Exhibition was held at Dorset Museum in April 2022, following the successful Environment Workshops, showcasing their work and allowing others to see what they had learnt and understood. This was well attended and those attending reported feeling very proud of what they had learnt and accomplished.
- With some members not re-joining activities because of covid fears, and younger individuals struggling to 'see' what we do, we made a film this year aimed at adults with a learning disability to showcase our work and how attending the events may benefit an individual. Please do look on our website page to view this, and also our other films on our youtube page.
- We ran a short term (year) project supporting people with learning disabilities seeking employment, working with Dorset Council's newly appointed supported Employment Provider Pluss. Our team, including those with lived experience, worked alongside Pluss, supporting them to engage with businesses and local groups.
- We have had a successful year being on the new Dorset Council Equality, Diversity and Inclusion Group. One member of staff, who has a learning disability, is leading on this work, with support from our Operations Manager. PFD is committed and actively involved in taking this work forward. Being on the group has also enabled the PFD team to secure training from an experienced ACAS advisor, ensuring all are confident in this area.
- Members have, with support from staff, supported the latest Dorset Hospital consultation which helps to understand the views of people with learning disabilities on changes and updates to the hospital.
- After two years of successful online events run by Learning Disability England, which brought people with a learning disability together across the country, to talk about collective issues, we have, and continue to encourage members to join into these free meetings, as well as join Learning Disability England.
- Supporting individuals to independent living the four members who moved out of their family homes last year into their own new home have continued to be supported by our team, as they re-adjust to their new environment. A film will be produced next year we hope, which will highlight the journey of these individuals.
- Local Authority Consultations The team are fully engaged in ensuring the voices of people with learning disabilities are heard and valued in two Dorset wide consultations to improve day services and adult social care services.
- Other groups, projects and research we receive many requests to take part in interesting research, projects, panels, workshops etc. Although we are sadly unable to do them all, we are pleased that this year we have been able to take part in the following:-
- a) Wellcome Connecting Science One of our members continued to be part of the Community Advisory Panel who are exploring how community voices can be better involved in discussions about covid and the science that underpins society's response to the pandemic.
- b) Manchester Metropolitan University Older People's Research -one of our colleagues with a learning disability is employed to sit on two Steering Groups in this research project, which aims to find out how people with learning disabilities can be better supported when they grow older.
- c) Southampton University we continued to work with Southampton University and other arts based facilitators to carry out a pilot which explores the potential of arts-based activities as a foundation for friendships and self-advocacy work that meaningfully includes people with profound learning disabilities.
- d) Warwick University Medication Support Interventions Research one of our colleagues with a learning disability is on the Project Advisory Group of this research which seeks to advance knowledge in helping people with learning disabilities and/or their carers to benefit from medicines they need while minimising unintended effects from these treatments.

The difference it has made - feedback and notable outcomes

### TRUSTEES' REPORT

The number of sessions that we have held over the last accounting year, as well as the number of attendees, and number of magazines sent is as follows:-

Total Number of Events: 340 Friendship Club Events: 83 Speaking Up Events: 116

Online Events: 11 Bespoke Workshops: 22

Number of registered attendees at events: 1,944 (please note that these are the numbers attending, so will include many of the same individuals). We are currently unable to record how many individuals have attended as some beneficiaries do not wish to share details, and therefore an accurate register is difficult to achieve. The PFD team are working on how we can achieve a more accurate number of beneficiaries with this limitation.

### How members have coped

Members have coped incredibly well. They have continued to tell us their greatest needs and we have responded with support accordingly. There has been a particular call from members for activities which support health and wellbeing. Our Speaking Up groups which have been able to resume face to face have seen such demand that we have created an additional two groups in order to meet the needs of members, with 12 groups now running across the county.

#### Case Studies

### a) May

### Summary of May's circumstances when she started attending Speaking Up meetings:

May moved to Dorset just before the pandemic. She lives independently but requires support for her learning disability and some mental health issues such as anxiety.

May's parents live in the area but are elderly so can only provide limited support.

When she moved into the area, she had no support from services and had no friends in the area.

### Outline of what May needed support with

May needed support to build social networks and connect with local support services.

She also wanted to explore opportunities for meeting someone to build a long-term, romantic relationship.

### Summary of support given by PFD

Initially we engaged with May by telephone and email, so she become comfortable with staff. We helped her by signposting her to other organisations who could support her with her mental health.

She then began to join group video calls with other members. Once she had spoken with a few other members she began joining Speaking Up meetings and the Friendship Club social events we offer.

The more she attended our Speaking Up meetings the more she grew in confidence and began to talk openly and share her anxieties with other members of the group and gained their support at meetings.

It became apparent over time, through conversations at meetings, that May could be making herself vulnerable when using dating websites, which she had engaged with, in the hope of finding a romantic relationship. She openly sought support from staff and her peers about how to be safer when using dating websites. It was clear upon further conversations that she was indeed putting herself in quite some danger.

### Summary of the outcomes (changes) for May due to our support

The team supported May to understand the risks she was taking on the online dating agencies. May also engaged with local mental health support services, who further supported her.

She feels she has a safe and supportive space at Speaking Up groups to share her anxieties and seek support from staff and her peers.

May has made friends at the Speaking Up group and now socialises with them outside of the meetings. She says that she feels more able to make decisions that protect her personal safety and wellbeing when using online dating websites.

### TRUSTEES' REPORT

### b) Paddy

### Summary of Paddy's circumstances

Paddy has autism and epilepsy; he lives independently but had daily support from his mother. Sadly, last year, Paddy's mum died. So, his father and father became his main carer. Paddy's father became unwell for a period of time immediately after his wife died, so Paddy received care and support from various extended family members. Paddy very quickly lost his consistent care and support and was also grieving the loss of his mother.

### Outline of what Paddy needed support with

Paddy needed a space to be able to speak about the loss of his mother in a safe environment. He became quite isolated and lost his confidence because of his bereavement and the changes to his care and support.

#### Summary of support given by PFD

Initially we started with calling Paddy weekly to chat. Then we progressed to a weekly 1:1 walk, where he would speak about his everyday life, as well as how he was feeling in his grief. It helped get him used to socialising again and built his confidence in doing that without the support of his mother.

Eventually Paddy decided to try attending his local Speaking Up meeting. Very quickly he began to feel comfortable at the meetings and become much chattier and more confident in the group setting.

### Summary of the outcomes (changes) for Paddy, due to our support

Paddy became more able to talk about his loss and feelings with other people. He became an active contributor to the Speaking Up meetings, sharing and supporting other members.

As a result of Paddy feeling confident and safe enough to speak about his loss in the Speaking Up meetings, it meant other people felt comfortable too and the group have since had some very powerful conversations around bereavement and loss. His increased confidence meant Paddy started attending other social events run by People First Dorset.

### c) Tricia

Tricia joined us through the Friendship Club, having finished college in 2022, done some volunteering and, through our partnership working with Pluss has been referred for support. They are now starting to attend a job club and looking at paid work opportunities. She has become also an active member of Friendship Club, supporting the staff team to do quizzes at events and more.

### Strengthening the charity

Much has also been achieved in the last year to strengthen the core of the charity. This has included:

- Completion of a new cloud-based database system, enabling us to store and manage all data securely, with the ability to produce a range of increasingly essential statistical, activity and performance reports.
- Both the Management Committee and Trustees have respectively continued to meet monthly, as respective governance bodies. A member of the Trustee board, who has lived experience of a learning disability, also now sits on the MC.
- Developing our Marketing, Fundraising, influencing, communications offering, ensuring PFD can implement a marketing campaign to diversity income in 2023/24

Priorities for 2021-24 are:-

- a) To support our beneficiaries to navigate their way out of covid and safely re-integrate into their local community
- b) Grow both individual donations and earned income
- c) Engage in targeted programme of team development, both workforce and governance

### TRUSTEES' REPORT

- d) Conduct ongoing reviews with beneficiaries to understand how we can continue being as user-led as possible as an organisation, ensuring members re engaged at every level, and staying responsive to the needs of beneficiaries
- e) Develop a clear understanding and ability to demonstrate impact and to influence, enabling beneficiaries to better address the inequalities they experience
- f) Have better involved people with profound and multiple learning disabilities in projects and the organisation as a whole.

#### What else

### 1. Influencing, Values, Communication, Messaging - Away Day

We have continued to develop our communications and influencing work. This has included bringing the whole team together, as soon as it was possible, for an Away Day. This included staff, trustees, Management Committee and Advisors.

This was a very positive experience, to come together after such a time apart, not only to reconnect as a team but also to revisit some key areas of our work. We were also able to agree on our values, as well as consider our messaging. Our values are:

- We are welcoming: we are open to all adults with learning disabilities and their supporters
- We have fun: we meet in the community making friends and joining in activities
- We are visible: we put an end to the hidden lives and isolation of many people with learning disabilities
- We are stronger together: our members take their ideas and concerns to those whose decisions affect their lives
- We promote fairness and equality: we challenge the barriers we sometimes face

#### 2. Wellbeing strategy

We have developed a wellbeing strategy, aimed to ensure staff are also supported at all times, and in particular as we come out from the pandemic and during the cost of living crisis. This has included supporting the staff team to have mental health first aid training, reviewing workplace assessments, offering coaching to members of the team and/or mentoring.

### 3. Hybrid working environment

We have continued to offer a hybrid working environment to the team, wherever is reasonably possible. Working online can bring greater and quicker results for individuals - i.e. less travel means we can have more meetings and conversations online. Only takes time for meeting, not travelling between.

#### 4. Easy Read

We are continuing to develop our Easy Read services doing regular work for the local authority, and some national organisations including the House of Lords.

### 5. Management Committee and Trustees

Both the Management Committee and Trustees have respectively continued to meet monthly, as respective governance bodies. A member of the Trustee board, who has lived experience of a learning disability, also now sits on the MC.

### 6. Database

Our Operations Manager has completed the new database, and trained up our Office Manager. This will allow us to have far greater ability to record and monitor outcomes.

### Social inclusion

Funding has enabled individuals to maintain friendships and avoid social isolation by providing activities for people to look forward to - our own and collaborating with People First Forum to host a second 'Big Night In' online nightclubbing event.

### TRUSTEES' REPORT

Many are deepening friendships with the regular zoom calls, getting to know each other in different ways and supporting each other in ways they didn't know they were able to do.

### Beneficiaries taking the lead

Beneficiaries remain at the core of our work and continued to lead our response to the pandemic, enabling us to support in ways which work best for them.

Through frequent and ongoing conversation with individuals, beneficiaries have fundamentally shaped delivery. This communication informs the team how beneficiaries are coping and of immediate concerns, enabling us respond to changing needs and develop our response accordingly - in turn supporting them to cope with activities which meet needs.

### Improved understanding of rights

Members have indicated they have a better understanding of their rights (i.e., rights to vaccine, rights for the right care and support) through building peer support groups and developing their self-advocacy skills online. Members are telling us what they need and how they need it, confidently engaging with staff. It is thought the smaller groups have enabled members to develop skills more effectively.

### Wellbeing and Exercise sessions

In response to members concerns that without sustained support to do physical activity, they will slip into unhealthy habits again, thanks to funding from Sport England via Mencap we have run Online Wellbeing sessions over the last year and introduced weekly physical activity sessions. We also ran several Coping with Anxiety Workshops and some Healthy Eating workshops which were extremely popular.

Members have told us that managing wellbeing, keeping fit and staying healthy is more important than ever, and that they really look forward to these events as they are fun and interactive. That the activities and workshops have motivated them to move more, eat better, feel happier and be healthier. They say that doing these activities with their friends is important and good, and especially when there are activities each week as that helps with staying motivated. Members also value the support they get to check in with friends on the Activity WhatsApp group in between sessions.

### Collaboration and networking

Continued collaboration with local organisations such as the Local Authority, CCG and others has enabled us to share outcomes, ideas and improve services. More productive relationships with all - online makes joint working quicker and often easier. Can connect quickly - no need to meet in person.

We have continued to link, through Learning Disability England, with many other self-advocacy organisations around the country to find out how they are managing and sharing best practice.

### What have we learnt

- 1. Continually listening to members and their changing needs is imperative in being able to offer effective services and solutions
- 2. That continued support has been vital
- 3. With the right support members have been resilient
- 4. That we can adapt at pace, being flexible and creative as services are amended according to the changing rules and needs of members post pandemic
- 5. That it is possible to work with others to trial solutions for harder to reach people i.e. people with profound and multiple learning disabilities

### TRUSTEES' REPORT

- 6. That mental and physical health and wellbeing has become even more important for members, as vital as friendships
- 7. That just because the pandemic has eased, we are still facing many inequalities for members, and that with funding more competitive to secure, a cost of living crisis, it is even more imperative that we continue to support individuals to be resilient and work collectively with other organisations to deliver cost effective, sustainable and robust solutions
- 8. That it is very hard for people with learning disabilities to understand continued key messages, such as government updates or how to stay safe, and that much reinforcement and easy read ways of demonstrating such messages are vital. For example, the new Voting ID requirements will be difficult for many members, who often do not have a passport or driving licence, therefore creating another barrier to being able to vote
- 9. People continue to need a lot of support finding their new 'normal'

### What next?

Our primary concern going forward is primarily supporting our members to continue adapting to a 'new normal' whatever that might look like, which of course is ever uncertain. For some who have experienced stress and trauma over the last two years, the response that is needed continues to be quite significant.

Beneficiaries have had very different experiences of the pandemic too. Some are already out and about, keen to 'get back to their new normal'. Support for them to ensure they still stay safe ad understand any changes which may take place in the future is key. Others have barely left the home over the last two years and are still understandably anxious about doing so, as they have underlying health conditions. Support for them to continue to manage their health and wellbeing, as well as maintaining friendships, is imperative.

We anticipate continuing to run a hybrid of activities, both in person and online, including some smaller and additional meetings/events, as well as working more intensively with some individuals to build confidence back up.

Support for each individual, whatever their anxieties are at any given time, will be essential for a long time to come. Also important will be opportunities to listen and share experiences so that beneficiaries learn and develop skills to support each other.

Without funding we would certainly not have been able to respond to the needs of adults with learning disabilities across Dorset as they required. Our continued conversations with members and their carers tells us that the reason that they have coped, as well as they have, is down to the fact that they have continued to have much interaction and activity from People First Dorset. It is not possible to calculate the possible value of our work and intervention, but it is very possible that if even a small group of members had reached crisis point, that the costs of support would have been substantially greater than our intervention.

### Long-term funding

With regards to long term funding to support beneficiaries, the staff team have been working on helping the public and funders better understand what we do, and why support is, and will be, critical. This will be launched as part of a fundraising campaign in the coming year.

Developing a strong supporter base may take some time to build, so we will still be reliant on grant funding for a little longer. We also cannot rely on volunteers to support projects where skilled staff are still very much required.

Without funding the organisation would not have been able to respond to the needs of adults with learning disabilities across Dorset in a way which has, and continues, to meet their needs. We know that they would otherwise have struggled so much more, possibly resulting in more beneficiaries reaching crisis points and the need for much greater intervention by ourselves and professionals.

### TRUSTEES' REPORT

### **Impact**

Funding from a variety of different sources has made a hugely positive and significant impact on our members lives. We are incredibly grateful to all our funders over the last year.

### **Financial Review**

The incoming resources for the year amounted to £166,685 of which £123,920 represented restricted funds. The outgoing expenditure amounted to £269,073 of which £167,861 was in respect of restricted projects. There was an overall deficit of £102,388 for the year.

The total reserves on 31 March 2023 were £108,839 of which £8,277 represented restricted funds.

The results are summarised on page 15 and shown in more detail on pages 19 - 22 and 25.

The charity held £65,783 on deposit with CCLA Investment Management, £35,256 with CAF Bank and £22,930 in a Co-operative Bank Deposit Account at the year end. This was in addition to funds held within Co-operative and CAF bank current accounts for day to day needs. The Trustees consider that these reserves are sufficient to meet the Charity's requirements for the next financial year.

### STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- · select suitable accounting policies and 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 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

Graham Waters

Trustee

### INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF PEOPLE FIRST DORSET

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2023 which are set out on pages 15 to 27.

### Respective responsibilities of trustees and examiner

As the charity's trustees of People First Dorset (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of People First Dorset are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

### Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- 1. accounting records were not kept in respect of People First Dorset as required by section 386 of the 2006 Act; or
- 2. the accounts do not accord with those records; or
- 3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
- 4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

H E Jones BA (Hons) FCCA

Edwards and Keeping Unity Chambers 34 High East Street Dorchester Dorset DT1 1HA

Date: 11 October 2023

## STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023 (INCLUDING INCOME AND EXPENDITURE ACCOUNT AND STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES)

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Income and Endowments from:					
Donations and legacies	3	3,336	-	3,336	5,021
Charitable activities	4	37,530	123,920	161,450	253,086
Investment income	5	1,899	_	1,899	80
Total income		42,765	123,920	166,685	258,187
Expenditure on:					
Charitable activities	6	(101,212)	(167,861)	(269,073)	(270,426)
Total expenditure		(101,212)	(167,861)	(269,073)	(270,426)
Net expenditure		(58,447)	(43,941)	(102,388)	(12,239)
Transfers between funds		11,806	(11,806)		
Net movement in funds	•	(46,641)	(55,747)	(102,388)	(12,239)
Reconciliation of funds					
Total funds brought forward		147,203	64,024	211,227	223,466
Total funds carried forward	17	100,562	8,277	108,839	211,227

All of the charity's activities derive from continuing operations during the above two periods. The funds breakdown for 2022 is shown in note 17.

### (REGISTRATION NUMBER: 05189356) BALANCE SHEET AS AT 31 MARCH 2023

	Note	2023 £	2022 £ -
Fixed assets			
Tangible assets	12	4,238	4,257
Current assets			
Debtors	13	625	825
Cash at bank and in hand		129,810	224,817
		130,435	225,642
Creditors: Amounts falling due within one year	14	(25,834)	(18,672)
Net current assets		104,601	206,970
Net assets	:	108,839	211,227
Funds of the charity:			
Restricted funds		8,277	64,024
Unrestricted income funds			
Unrestricted funds		100,562	147,203
Total funds	17	108,839	211,227

For the financial year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

### Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

The financial statements on pages 15 to 27 were approved by the trustees, and authorised for issue on ... 212.23. and signed on their behalf by:

Graham Waters

Trustee

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

### 1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is: 2 Herringston Barn
Herringston
DORCHESTER
Dorset
DT2 9PU

### 2 Accounting policies

### Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

#### Statement of compliance

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

### Basis of preparation

People First Dorset meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

### Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

### Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

### Income and endowments

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

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

#### Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and 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 those 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.

#### Grants receivable

Income from government and other grants are recognised when the charity has entitlement, after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

### Investment income

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.

### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

#### Charitable activities

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

### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

### **Taxation**

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

### Tangible fixed assets

Individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

### Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class
Office equipment

**Depreciation method and rate** Straight line over 4 years

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

#### Trade debtors

Trade debtors are amounts due from customers for services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

### Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

### **Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

### **Fund structure**

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

### Pensions and other post retirement obligations

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

### 3 Income from donations and legacies

	Unrestricted funds		
	General £	Total 2023 £	Total 2022 £
Donations and legacies;			
Donations from individuals	3,336	3,336	5,021
	3,336	3,336	5,021

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

All donations and legacies received in 2022 related to unrestricted funds.

### 4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Grants and contracts	32,250	114,195	146,445	237,868
Work done	5,280	9,725	15,005	11,263
CJRS grant income			<u> </u>	3,955
	37,530_	123,920	161,450	253,086

£207,868 income from charitable activities received in 2022 related to restricted funds. The remainder related to unrestricted funds.

### 5 investment income

	Unrestricted funds		
	General £	Total 2023 £	Total 2022 £
Interest receivable and similar income;			
Interest receivable on bank deposits	1,899_	1,899	80

All income and investments received in 2022 related to unrestricted funds.

### 6 Expenditure on charitable activities

		Unrestricted funds			
	Note	General £	Restricted funds £	Total 2023 £	Total 2022 £
General administration		45,796	10,601	56,397	57,588
Premises		8,638	-	8,638	8,261
Repairs		50	-	50	77
Travel and subsistence		2,867	2,341	5,208	3,667
Grants repaid and repayable		-	-	-	4,884
Contribution to overheads		(24,871)	24,871	-	-
Depreciation, amortisation					
and other similar costs		2,647	-	2,647	1,990
Staff costs		63,817	130,048	193,865	191,685
Governance costs	7	2,268	_	2,268	2,274
		101,212	167,861	269,073	270,426

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

### 7 Analysis of governance and support costs

#### Governance costs

	Unrestricted funds		
	General £	Total 2023 £	Total 2022 £
Independent examiner fees			
Examination of the financial statements	2,268_	2,268	2,274
	2,268	2,268	2,274
8 Net incoming/outgoing resources			
Net outgoing resources for the year include:			
		2023	2022

### Operating leases - plant and machinery Depreciation of fixed assets

2023	2022
£	£
4,685	4,685
2,647	1,990

### 9 Trustees remuneration and expenses

During the year the charity made the following transactions with trustees:

### **Ruth Bettenson**

Ruth Bettenson invoiced the charity a total of £1,410 (2022 - £770) in respect of consultancy fees during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

### 10 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	173,054	173,553
Social security costs	8,952	8,851
Pension costs	7,892	7,935
Other staff costs	3,967	1,346
	193,865	191,685

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

Employees	2023 No 11	2022 No 11
No employee received emoluments of more than £60,000 during the year.		
11 Independent examiner's remuneration		
	2023 £	2022 £
Examination of the financial statements	2,268	2,274

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

12 Tangible fixed assets		
	Furniture and equipment £	Total £
Cost		
At 1 April 2022 Additions	8,675 2,628	8,675 2,628
At 31 March 2023	11,303	11,303
<b>Depreciation</b> At 1 April 2022 Charge for the year	4,418 2,647	4,418 2,647
At 31 March 2023	7,065	7,065
Net book value		
At 31 March 2023	4,238	4,238
At 31 March 2022	4,257	4,257
13 Debtors		
	2023 £	2022 £
Trade debtors Accrued income	625 -	200 625
	625	825
14 Creditors: amounts falling due within one year		
	2023 £	2022 £
Trade creditors	7,566	600
Other creditors	-	261
Accruals	18,268	17,811
	25,834	18,672

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

### 15 Obligations under leases and hire purchase contracts

### Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2023 £	2022 £
Other		
Within one year	1,171	4,685
Between one and five years		1,171
	1,171	5,856

### 16 Pension and other schemes

### Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £7,892 (2022 - £7,935).

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1	7	F	u	n	d	S

17 Tulius	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Unrestricted funds					
General					
Core - Lloyds Bank Foundation	10,417	25,250	(25,420)	-	10,247
Core - Dorset Council Resilience					
Fund	(623)	5,000	(5,000)	-	(623)
Core - Easy Read	1,708	450	-	-	2,158
General fund	135,701	12,065	(70,792)	11,806	88,780_
	147,203	42,765	(101,212)	11,806	100,562
Restricted funds					
SU - Dorset Council User Led	_	41,000	(41,000)	_	_
Core - Mencap Let's Get Digital	579	, -	-	_	579
SU - Big Lottery	36,063	36,028	(64,900)	(7,191)	-
SU - Lloyds Small Change Fund	9,972	-	(8,982)	(990)	_
SU - Peoples Health Trust	9	-	-	(9)	-
SU - Nationwide Community Grant	2,239	-	_	(1)	2,238
SU - Discovery Grant	(1)	-	_	1	-
SU - Somerset CC (Bridgwater)	668	-	_	(668)	
SU - Somerset CC (Taunton)	105	-	-	(105)	-
SU - Somerset CC (Yeovil)	505	-	-	(505)	-
SU - Somerset CC (Minehead)	(81)	-	-	81	-
SU - Somerset CC (Street)	(1,197)	-	-	1,197	-
SU - CCG Annual Health Check	-	1,586	(1,586)	-	-
SU - Dorset Council Infection					
Control	3,888	-	(420)	(3,468)	-
SU - Dorset Healthcare	625	2,500	(2,500)	<u>-</u>	625
FC - Communities Against Cancer	2,650	(2,321)	<u>.</u>	(329)	-
FC - Bailey Thomas	8,000	-	(8,000)	-	-
FC - Dorset Council Community and Culture Fund		4,857	(4,857)		
FC - Peoples Health Trust Sept	<del>-</del>	4,657	(4,657)	-	-
2022	_	8,920	(9,101)	181	-
SU - Active Dorset Together Fund	_	1,250	(829)	-	421
SU - DC EDI Reference Group	_	3,500	(3,500)	_	_
SU - Henry Smith Charity	-	20,000	(15,586)	-	4,414
SU - LDE Covid Recovery		6,600	(6,600)		<u> </u>
Total restricted funds	64,024	123,920	(167,861)	(11,806)	8,277
Total funds	211,227	166,685	(269,073)	_	108,839

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

Transfers from restricted funds to the unrestricted general fund represent unspent grant monies, the repayment of which was not required by the funder at cessation of the respective project.

Transfers from the unrestricted general fund to restricted funds are made to cover minor overspends in respect of restricted fund projects.

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds					
General	·				
Core - Lloyds Bank Foundation	8,250	25,000	(22,833)	-	10,417
Core - Dorset Council Resilience	·		•		
Fund	-	7,500	(8,123)	_	(623)
Core - Easy Read	-	2,240	(532)	-	1,708
General fund	125,307	15,579	(8,008)	2,823	135,701
	133,557	50,319	(39,496)	2,823	147,203
Restricted funds					
SU - Dorset Council User Led	-	41,000	(41,000)	_	_
Core - Mencap Let's Get Digital	-	5,650	(2,248)	(2,823)	579
SU - Big Lottery	33,361	72,070	(69,368)	-	36,063
SU - Lloyds Small Change Fund	9,972	· -	_	-	9,972
SU - Peoples Health Trust	6,812	5,808	(12,611)	_	. 9
SU - Somerset Community					
Foundation	-	4,352	(4,352)	-	-
SU - Nationwide Community Grant	20,488	-	(18,249)	_	2,239
SU - Discovery Grant	3,748	-	(3,749)	-	(1)
SU - Somerset CC (Bridgwater)	-	6,381	(5,713)		668
SU - Somerset CC (Taunton)	-	6,381	(6,276)	-	105
SU - Somerset CC (Yeovil)	, <u>-</u>	6,381	(5,876)	-	505
SU - Somerset CC (Minehead)	-	3,191	(3,272)	-	(81)
SU - Somerset CC (Street)	-	3,191	(4,388)	-	(1,197)
SU - CCG Annual Health Check	-	9,414	(9,414)	-	-
SU - Dorset Council Infection					
Control	-	5,000	(1,112)	-	3,888
SU - Dorset Healthcare	-	2,500	(1,875)	<b>-</b>	625
SU - Tampon Tax (Women's Group)	F F00		(E E00)		
SU - Wessex Water Environment	5,500	-	(5,500)	-	-
FC - Communities Against Cancer	2,494	-	(2,494)	_	- 2.650
FC - Bailey Thomas	2,650	10.000	- (4.000)	-	2,650
FC - Balley Thomas FC - Independent Age Grant	-	12,000	(4,000)	=	8,000
FC - Independent Age Grant FC - Mencap Sport England	- 4,884	14,923	(14,923) (14,510)	-	-
	4,004	9,626	(14,510)		
Total restricted funds	89,909	207,868	(230,930)	(2,823)	64,024

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

	Balance at 1 April 2021 £	Incoming resources	Resources expended £	Transfers £	Balance at 31 March 2022 £
Total funds	223,466	258,187	(270,426)		211,227_

The specific purposes for which the funds are to be applied are as follows:

Restricted funds are held for the purpose of the specific project or other purpose set out in the respective grant agreements.

### 18 Analysis of net assets between funds

	Unrestricted funds				
	Restricted General funds Total fund				
	£	£	£		
Tangible fixed assets	4,238	-	4,238		
Current assets	122,158	8,277	130,435		
Current liabilities	(25,834)		(25,834)		
Total net assets	100,562	8,277	108,839		

### 19 Related party transactions

There were no related party transactions in the year.