Positive Futures: Achieving Dreams. Transforming Lives.

Annual report and consolidated financial statements for the year ended 31 March 2022

Registered No: NI 029849

Annual report

Trustees and advisers

Trustees	Directors Team	
Miriam Somerville	Chief Executive	Agnes Lunny
Carol Workman	Executive Director	Paul Roberts
Laurence Taggart	Group Director	Fiona McCabe (appointed 25th July 2022)
John Alexander	Finance Director	Liam Dorrian
Geraldine Cunningham	Interim HR Director	Joanne Corcoran (11 September 2020 to 30 June 2022)
Mary Bryce	HR Director	Christopher Perry (appointed 23 June 2022)
Austin Treacy	Operations Director	Frances Murphy
Mairead Mitchell	Corporate Services Director	Joanne Corcoran
David Scoffield		
Jim Gamble		
Ian Edwards		
Stephen Cross		

Secretary

Dawn Morrow

Auditors

ASM (B) Ltd
Chartered Accountants and Statutory Auditors
Glendinning House
6 Murray Street
Belfast
BT1 6DN

Solicitors

Worthington Solicitors
2 Court Street
Newtownards
BT23 7NX

J Blair Employment Law Solicitors
106 Malone Avenue
Belfast
BT9 6ES

Bankers

Danske Bank
Bloomfield Shopping Centre
South Circular Road
Bangor
BT19 7HB

Investment Advisors

Quilter Cheviot
Montgomery House
29-33 Montgomery Street
Belfast BT1 4NX

Registered Office and Head Office

2b Park Drive
Bangor
BT20 4JZ

Registered name of Charity

Positive Futures: Achieving Dreams. Transforming Lives.
Registered with the Charity Commission for Northern Ireland: Charity Number: 101385
Company Number: NI 029849

Trustees' Report

The Trustees present their report and the audited accounts for the year ended 31 March 2022. The Trustees Report also incorporates the requirements of a Strategic Report as required by legislation.

OBJECTIVES AND ACTIVITIES

Our charity's purposes, as set out in the objects contained in the Company's Memorandum and Articles of Association, are to:

- enable children and adults with a learning disability, acquired brain injury or autistic spectrum condition and their families and carers to take control of their lives;
- provide support to individuals enabling them to live full and valued lives within their local communities;
- promote the rights and equality of beneficiaries and in so doing advocate for changes that people need and want;
- pilot and provide a range of innovative care and support services which meet the identified needs of beneficiaries;
- educate and raise awareness among the public of issues pertaining to people with a learning disability, acquired brain injury or autistic spectrum condition; and
- such other exclusively charitable purposes according to the law of Northern Ireland, for the beneficiaries as the Trustees may from time to time decide.

The aims of our charity are to support children and adults with a learning disability, acquired brain injury or autistic spectrum condition to lead full and valued lives in their own communities.

Public benefit statement

The Trustees have had regard to the Charity Commission's statutory guidance on public benefit.

The direct benefits which flow from our purposes include:

- the promotion and improvement of individual health and well-being and family-life by providing person-centred support services which alleviate stress and suffering for families and individuals;
- the promotion and improvement of individual well-being and an independent active lifestyle within the community, improving feelings of individuality and self-worth;
- raising awareness of the issues affecting our beneficiaries to promote knowledge, understanding and to challenge disadvantage and discrimination thereby creating a more welcoming inclusive society;
- the provision of more person-centred support services which will improve individual well-being, family life and feelings of community inclusion; and
- raising awareness of the issues affecting our beneficiaries to promote knowledge, understanding and to challenge disadvantage and discrimination thereby creating a more welcoming inclusive society.

Who used and benefitted from our services?

At the end of March 2022, Positive Futures NI provided direct support to 418 people (2021:429). In addition, the families and carers of these individuals also significantly benefitted from the support provided. We provided the following services:

- **Adult services** – Supported Living and Peripatetic Housing Support, Residential Short Breaks, Shared Lives (Adult Placement) Services, Better Together Project and day opportunities.
- **Children and young people's services** – Children's Residential Service, Autism Outreach Service, Children and Family Support Services, including the Brighter Futures Project.

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Trustees' Report (continued)

Volunteers – Our volunteers in Northern Ireland are involved in a range of activities, from administrative tasks. through to supporting the people we support to have the life they want. The contribution made by our volunteers in Family Support and Shared Lives Services is critical to the successful delivery of services.

Throughout the year we continued to benefit from the support of volunteers, although, owing to the ongoing impact of the Covid-19 pandemic, the number of volunteer hours reduced overall. We will prioritise a renewed focus on the recruitment of volunteers going forward as Covid-19 restrictions continue to ease.

At the end of March 2022, Positive Futures Republic of Ireland supported 76 people (2021: 51) including adults and children through a range of services as follows:

- **Adult services** – supported living, community support, day opportunities, residential and HomeShare / short break services.
- **Children and young people's services** – community support services and HomeShare / short break services.

These increased numbers of people we support reflects growth in our ROI services (primarily linked to Mo Shaol and the establishment of two new services, Misneách & Greystones).

Our Corporate Aims

Our Corporate Aims for 2020-23 in both Northern Ireland and the Republic of Ireland are as follows:

- **Recruitment and Retention:** By 2023 we will be the preferred employer ('employer of choice') in the sector as demonstrated by attracting the best staff; increasing staffing levels; and improving retention and staff engagement.

- **Efficiency and Effectiveness:** By 2023 we will free up management time by a minimum of 10% through identifying and improving internal processes and systems and refocusing time on staff / team development. By 2023, we will evidence and inform service and organisational quality and improvement through streamlining data gathering and analysis.

- **Growth:** By 2023 we will secure a range of accommodation options to support a minimum of 30 additional people. By 2023, we will increase the number of people supported in each of our services by a minimum of 25%.

- **Influence and Funding:** By 2023 we will have raised our profile by 10% as a leader in our field with our unique service offers. By 2023, 23 will have a voice in all relevant forums influencing the sector.

Due to challenges linked to the Covid-19 pandemic and workforce pressures, we extended our business plan for 2021-22 from March 2022 to March 2023. Throughout the reporting period, there were significant staffing challenges in our NI services and in key Head Office support roles (including, for the majority of the reporting period, interim management arrangements being in place in the Human Resources team, with the Corporate Services Director assuming the role of HR Director for most of the year) and these combined factors have impacted on the delivery of key elements of our business plan for 2021-22.

Reconnect was dissolved as a company and legal entity on 9 November 2021. Owing to the Covid-19 pandemic and restrictions we were unable to progress any service developments on the Reconnect site. We will review and agree a way forward in relation to these plans as Covid-19 restrictions and workforce pressures ease.

Delivering on Positive Futures' corporate aims is predicated on sound governance and risk management practices consistent with the provisions laid out in the Code of Good Governance Northern Ireland.

Trustees' Report (continued)

Ensuring our work delivers our aims

Our governance framework comprises the values, culture, systems and processes by which Positive Futures is directed and controlled and the activities through which we account to, and engage with, the people we support, funders, the public and other stakeholders. It enables Positive Futures to monitor the achievement of its corporate objectives and to consider whether those objectives have led to the delivery of value adding services.

In delivering on its corporate objectives, Positive Futures produced a three-year corporate plan and annual business plans. The Corporate Plan is a forward-looking document and the annual business plan links the operational activities of Positive Futures to its Corporate Plan. This year was the second year of Positive Futures' Corporate Plan 2020-23, however progress in implementing the objectives is currently delayed. In August 2022 the Directors Team agreed to extend the Corporate Plan to March 2024 with plans for the development of our 2024-2027 corporate plan beginning in Autumn 2023.

Positive Futures, in both Northern Ireland and the Republic of Ireland, has continued to further its service offer and the benefits realised through the provision of individually tailored services to the people we support. Our success in supporting people with complex needs and behaviours that challenge is an area which is achieving ever-more recognition across both jurisdictions. This success is significantly contributed to by the development of our Behaviour Support Team which not only focuses on providing training and guidance, but also providing hands-on support to our staff in the understanding and management of particular behaviours.

We review our business aims, objectives and activities each year to see what we have achieved and the outcomes of our work. We check the success of each key activity and the benefits which have been brought to the people we support, their families and carers. This helps us to ensure that what we are doing remains focused on our stated purposes and for the public benefit.

ACHIEVEMENTS AND PERFORMANCE

Northern Ireland

This year we have continued to face significant challenges linked to the Covid-19 pandemic. Although restrictions for the general population have been greatly reduced in recent months, restrictions within the health and social care sector remain. Staff absence due to Covid-19 (between April 2021 and March 2022) was the single most common reason for sickness absence (followed by mental health issues). In NI, sickness absence and the increasing numbers of vacancies, have further compounded staffing and workforce pressures.

In order to maintain safe and effective delivery of support, a range of contingency measures was implemented including use of agency staff, staff and managers working significant excess hours and the implementation of a number of time-limited incentives, including enhanced hourly rates (double time and treble time in some situations), as well as the introduction of a welcome bonus and Recommend a Friend scheme.

During the reporting period, we progressed the following:

1. Increased salaries for a number of key roles including Support Workers, Senior Support Workers, Service Managers and Operations Managers.

2. Implemented a significant number of recruitment initiatives including:
    - Face to face roadshows, recruitment fairs and online virtual recruitment events
    - Increased social media presence and targeted recruitment campaigns
    - People 1st Social Care Academies
    - Boomerang scheme (calls to target former staff to return to Positive Futures)

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Trustees' Report (continued)

3. Introduced and re-introduced a number of initiatives to ensure that staff continue to be well inducted, mentored and supported in their roles, including:
    - Re-introduction of the corporate induction to welcome new staff to the organisation; the establishment of a new starter forum to hear directly from staff about their experience of the recruitment and induction processes; the launch of a mentoring scheme to help staff settle into their role and the introduction of a programme of mental health training and support sessions to respond to the high level of absences linked to mental health issues.

    - Implemented some systems improvements to reduce management time and streamline processes, including updating the exit interview process to obtain more information about why staff leave the organisation and improving our data collection measures to inform management decision making in relation to staff recruitment and retention.

4. In addition to the above initiatives, other achievements this year include:
    - Established two new supported living services in NI (Willows and Lagan).
    - Secured Multiple Adverse Childhood Experience (MACE) funding to deliver discrete family support services in Fermanagh.
    - Progress with reviewing and updating policies.
    - Delivery of new training to respond to identified staff training needs including an Excel Upskilling programme (funded by Supporting People).

Republic of Ireland

The Republic of Ireland charity faced the same challenges linked to the ongoing impact of the Covid-19 pandemic and, although it did not experience the same staffing and workforce pressures as the Northern Ireland company, it benefitted from the work to improve staff retention, support and engagement as outlined in point 3 above.

Several process improvements were implemented, including improving the effectiveness and efficiency of our HR recruitment processes. Progress was also made in updating and issuing new staffing policies.

Over the year, we saw continued growth in our existing Mo Shaol HomeShare/short break service which operates in Counties Louth and Meath (CHO 8). At the end of March 2022, the service supported 55 individuals, both adults and children (2021: 42).

We also established three substantial supported living packages. In April 2021, we commenced support to an individual living in his family home in Co Waterford following discharge from a mental health facility. In December 2021, we commenced the provision of a bespoke support service to two sisters who currently live together in Greystones (CHO 6). This support includes developing future plans and acting in an intermediary role to facilitate liaison between the women and the Health Service Executive. During the financial year, we commenced in-reach support to a young person living in Dundalk who now is provided with a full supported living support package which commenced when she turned 18 in April 2022.

In addition to direct service provision, Positive Futures continued to provide management and governance oversight to the National Association of Housing for the Visually Impaired (NAHVI). NAHVI was established in 1999 and provides supported living services to 16 people with both an intellectual disability and a visual impairment in Donabate, Co Dublin. This arrangement commenced in 2018 in response to a request from the HSE. The nature and terms of support are detailed in a Memorandum of Understanding between Positive Futures and NAHVI. This year, we completed a detailed due diligence exercise and prepared the necessary information and documentation required for the membership transfer of NAHVI to Positive Futures. As a result of this on 1 September 2022, the National Association of Housing for the Visually Impaired (NAHVI) charity operations, assets and liabilities were transferred to Positive Futures.

We remain involved in an advisory capacity in the oversight of the "decongregation" of people from another large campus ensuring best practice in the re-provision of high quality services for people with intellectual disabilities across CHO 1. The focus of this group has been reviewed and updated to include the introduction of a number of best practice initiatives, aimed at ensuring that person-centred principles are embedded, not only in

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Trustees' Report (continued)

community services, but also that these principles inform and shape the work of the disability programme throughout the CHO area.

All aspects of our corporate plan for both the Northern Ireland and Republic of Ireland charities have been impacted and significantly delayed as a result of the pandemic and workforce pressures in NI services and HO support departments including plans to enhance, improve and make more efficient key systems and processes such as:

- Fully implement a new HR structure and model of support;
- Complete a full review and update of our recruitment process from start to finish and have a fully automated recruitment system;
- Implement a staff retention strategy to improve staff engagement, communication and retention;
- Develop and implement a strategy for growth in the organisation;
- Implement electronic risk, performance and meetings management system (using new software, Decision Time) across the organisation;
- Implement HR System (iTrent) improvement projects (relating to improved user access, skills and confidence using iTrent and L&D mandatory training reports);
- Streamline data gathering and analysis across all departments;
- Develop and implement a marketing strategy, to encompass a digital strategy, including upgrading our website; and
- Complete the transfer of staff payroll in-house (applies to the Republic of Ireland only).

These delayed areas of work will be reviewed by the Director Team to confirm the corporate priorities going forward and to prepare for the development of our new Corporate Plan.

FINANCIAL REVIEW

Positive Futures receives contract funding from a range of statutory organisations including all five Health and Social Care Trusts in Northern Ireland. Our Supported Living, Peripatetic Housing Support and Shared Lives (Adult Placement) Services also receive funding from the Northern Ireland Housing Executive Supporting People Programme. The subsidiary company in the Republic of Ireland receives funding from the HSE for the provision of supported living, community support, day opportunities, residential and HomeShare services. In addition, we receive income from grants, foundations, charitable trusts, individuals and community fundraising activities to fund specific projects.

Details of the group and company results for the year including our income and related expenditure, balance sheet and the related notes can be found on pages 17 to 34.

As a group, income has increased to £18,312,521 (2021: £16,653,577). The growth has come from both the Northern Ireland and the Republic of Ireland operations.

In Northern Ireland, we continue to operate in a challenging environment with increasing costs and continued pressure from funders to deliver efficiencies in the services we provide. However, during the year we have increased the number of people we support and income has also increased to £14,093,712 (2021: £12,397,535) (see page 18).

We, along with the social care sector in Northern Ireland as a whole, have had difficulty in recruiting staff to some of our services. This resulted in continued, significant, spending on agency workers of £871,425 (2021: £585,371).

Following changes in the values of our investments, we recorded a gain of £9,027 (2021: gain £114,435). Investments are reflected on the Balance Sheet at market value at 31 March 2022. Since the year end the market value of the charity's investments has dropped due to various market factors. The charity holds investments for income and for long term gains.

Overall, the Trustees are pleased to report the group made a surplus of £686,608 (2021: £483,395).

Trustees' Report (continued)

The total group funds at 31 March 2022 were £5,848,467 (2021: £5,161,859). The total funds held for restricted purposes is £1,090,625 and of the unrestricted funds the Trustees have designated £2,168,229 details of this are shown in note 17.

The Trustees believe that despite the challenging environment in Northern Ireland, the group remains in a good financial position.

The main financial risks the Trustees have identified are outlined in the Key Risks and Uncertainties section of this report.

KEY RISKS AND UNCERTAINTIES

Positive Futures' approach to risk management is guided by the Code of Good Governance and other professional best practice and takes full cognisance of the context and environment in which it operates. Our approach is not designed to eliminate all risk but to strike a balance between control, cost of control and appropriate risk taking. We have a risk management policy and procedure which sets out roles and responsibilities and determines procedures for risk identification, monitoring, reporting and escalation of issues.

The Corporate Risk Register is overseen and managed by the Corporate Services Director and owned by all Directors. The Corporate Risk Register (CRR) is a standing item at each of the meetings of the Board of Trustees (in both Northern Ireland and the Republic of Ireland).

During the reporting period, the CRR has included the following high risks:
- NI: Covid-19 pandemic and staffing/ workforce issues
- ROI: Covid-19 pandemic

In both NI and ROI, the Covid-19 pandemic remains a major challenge and this risk remains on the NI and ROI corporate risk registers. A range of controls are in place to respond to this risk including:

- The Critical Incident Management Team (comprising of the Director Team and the Chief Executive) remains in place and continues to oversee all actions and decision making related to Covid 19;
- All office-based staff continue to mostly work at home (a new Home Working Policy is in development to aid safe return to offices);
- Guidance is maintained and updated as and when new national and public health guidance is issued;
- Service and individual contingency plans for all people supported in our services are regularly updated to include, where required, redeployment of staff, establishment of outbreak teams etc;
- Reconfiguration of family and project-based support to provide online and 'emergency' support for children, young people and families; and
- Revised Positive Behaviour Support arrangements to support people we support and staff to manage the challenges linked to the pandemic including provision of resilience training and support to individual staff/ staff teams as needed.

In NI, the other significant risk on the CRR relates to staffing and workforce issues (see earlier section on performance).

As part of our approach to risk management, we have introduced an electronic risk, performance and meeting management system (DecisionTime, funded by the Supporting People Programme – Provider Innovation Fund). Rollout of this tool has been delayed and it is currently being used for the CRR and some of the departmental risk registers. Once fully implemented, the tool will provide a 'one-stop shop' for recording, managing and reporting on risk and performance data. Work has recommenced in September 2022 to resume the implementation of the project work linked to use of DecisionTime.

Trustees' Report (continued)

PLANS FOR FUTURE PERIODS

Our Corporate Plan 2020-24 sets out our corporate objectives for both Northern Ireland and the Republic of Ireland which inform each of our annual business plans.

The four themes of our Corporate Plan continue to be:

The key priority for the incoming year will continue to be the focus on recruitment and retention. In addition:

- We remain committed to supporting more people, continuing to improve the quality of support provided and evidencing the impact of the support we provide. In order to achieve this, we have to address the staffing and workforce challenges to better position us for future growth and expansion.
- Our commitment to a strong, person centred culture and ethos remains and we want to further strengthen our culture and ethos as part of the drive to improve staff engagement, retention and life changing outcomes for the people we support.
- Our Corporate Plan must be aligned to a changed world, reflecting on and learning from our experiences and agreeing new ways of working, as necessary. Given the extensive delays across all corporate projects, plans for the next few years must be realistic and achievable while maintaining the values and mission of the organisation.
- Our commitment to climate change remains and we want to work with all staff to identify the most effective action we can take to support the climate change agenda, again mindful of resources and where best to invest valuable time and effort.
- The evaluation of our leadership development programmes was delayed which impacted plans to review the induction and development training programmes for all staff. This will be prioritised in 2022-23 to ensure all managers provide effective and inspiring leadership, and staff understand and fulfil the responsibilities of their role, in line with the organisation's values and culture.
- Finally, we need to be as 'agile' as possible i.e. being opportunistic as and when new opportunities arise and flexible in our prioritisation of projects which may involving pausing or rescheduling timeframes.

As detailed in prior reports, Positive Futures Ireland has since 2018 been providing governance and management oversight to the National Association of Housing for the Visually Impaired (NAHVI). In response to a request from the NAHVI Board and following the completion of a detailed due diligence exercise, Positive Futures Ireland took control of NAHVI by way of a transfer membership agreement on 1 September 2022.

On the 1 October 2022, again following a due diligence exercise, Positive Futures assumed responsibility for two small services for people with a learning disability and hearing loss previously delivered by the Royal National Institute for Deaf People (RNID).

Trustees' Report (continued)

The table below details our key priorities over the next financial year:

Theme	Objectives
Recruitment and Retention	We will have fully implemented a new HR structure and revised model of expert and project based HR support
	We will have a streamlined and fully automated recruitment process (using iTrent, our HR and payroll system)
	We will have implemented a retention action plan to promote staff engagement, health and wellbeing and productivity and to maintain positive organisational changes post Covid
Efficiency and Effectiveness	We will have implemented an improvement project to maximise the functionality of iTrent (our HR and payroll system) in relation to RoI payroll
	We will have implemented an improvement project to maximise the functionality of iTrent for Learning and Development training records
	We will have fully implemented our new risk, performance and meetings management software within defined user groups
	We will have completed the roll out of stage 2 of our Microsoft 365 Implementation Plan
	We will have reviewed all policies, procedures and guidance in line with identified timeframes
	We will have developed a digital strategy to include a review of our website and internal and external communication systems
	We will have completed initial scoping on identifying potential new digitalisation solutions for a range of business processes involving HR, Finance and Operations.
Growth	We will have established a growth strategy encompassing "business as usual" growth and service development
	We will have implemented phase 1 of our Good to Great strategy, (revisiting and updating our systems, processes and practices to reflect our person-centred ethos)
Influence and Funding	We will have used the opportunity of our 25th birthday to profile the organisation externally and celebrate our achievements to date (N.B. this objective has been updated to focus upon our 30th birthday as the majority of 25th celebration plans have not been possible due to Covid-19).
	We will have established a dedicated resource to further build the capability of the people we support to have a voice

Governance Review

Board performance in both Northern Ireland and the Republic of Ireland was reviewed in the summer. This included an audit of the skills, knowledge and experience of both Boards as a whole, the Chairs and individual Board members. Both Boards will seek to recruit new members to fill the identified skills gaps.

A joint governance and risk workshop took place in person on 12 November 2021 for Trustees of the Republic of Ireland and Northern Ireland charities to ensure that the activities of the respective organisations align to a changed world, reflecting on and learning from our experiences and agreeing new ways of working, as necessary.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Positive Futures was first established on 2 October 1995 and was initially called United Response NI. We changed our name to Positive Futures in 2002 and have a Memorandum of Association which established our objects and powers and we are governed under its Articles of Association. We are a company limited by guarantee (CRN NI 29849) and are a registered charity with the Inland Revenue (charity number XR28291) and the Charity Commission NI (CCNI 101385). The address of the company's registered office, which is also its principal address, is given on page 2.

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Trustees' Report (continued)

The charity is managed by a Director Team, headed by the Chief Executive which operates within the authorities as delegated by the Trustees and detailed in the Delegated Authorities Policy. The governing body is the Board of Trustees whose members are also directors for the purposes of company law. Members of the Board of Trustees are elected by other Trustees and have responsibility for ensuring that the charity is performing well, is solvent and complies with all its obligations. The Directors Team reports to and attends Board and Sub Committee Meetings. Throughout this financial year all meetings have taken place virtually due to the ongoing pandemic.

The Board is comprised of a Chair, Vice-Chair, Honorary Treasurer and Trustees with skills in HR, Law, Safeguarding, Education, Learning Disability Services, Finance and lived experience. At the end of March 2022 there were 12 Board members. Members of the Directors Team and the Board of Trustees are listed on page 2.

The Trustees have put in place a formal risk management framework for the charity to identify the major risks that the charity faces and establish systems to manage and mitigate those risks.

Members of the Board of Trustees receive no remuneration. Where claimed, expenses are reimbursed.

New Trustees are invited to meet with the Chair and the Chief Executive and are provided with an induction which includes clarification of roles, responsibilities and expectations of Trustees. The charity has a "Trustees Contact with Services Policy" which details the relationship between Trustees and the wider organisation and the expectation that Trustees will meet and spend time with staff and the people we support, however this was stood down during the pandemic and will recommence as soon as guidance permits. Throughout this financial year, Trustees have attended virtual Team Meetings, due to the pandemic.

The arrangements for setting the pay and remuneration for the charity's Chief Executive and Executive Director lie with the Remuneration Committee of the Board of Trustees; this comprises three Trustees, one of whom is the Chair. In determining pay levels, the Committee benchmarks with equivalent market rates of pay, terms and conditions.

Subsidiaries
Positive Futures is the parent company of two subsidiary companies, Positive People (NI) C.I.C. and Positive Futures: Achieving Dreams. Transforming Lives. CLG. The details of these subsidiaries are provided in note 12 in the accounts.

The Trustees of Positive Futures are responsible for the Group's overall strategic direction.

REFERENCE AND ADMINISTRATIVE DETAILS

The details of the charity, Trustees, Chief Executive and Directors Team to whom the Trustees delegate day to day management of the charity, together with other relevant professional organisations who provide services and advice to the charity are listed on page 2.

Statement of recommended practice

The accounts have been prepared in accordance with applicable accounting standards, the Companies Act 2006 and the Statement of Recommended Practice ("SORP") 'Accounting and Reporting by Charities (FRS 102)' and in accordance with Financial Reporting Standard 102.

Trustees' Report (continued)

Trustees' responsibilities

The Trustees are required by company law to prepare accounts for each financial year that give a true and fair view of the state of affairs of the company as at the end of the financial year and of the surplus or deficit of the company for that year.

The Trustees confirm that suitable accounting policies have been used, and these have been applied consistently, and reasonable and prudent judgements and estimates have been made in the preparation of the accounts for the year ended 31 March 2022. The Trustees also confirm that applicable accounting standards have been followed and that the accounts have been prepared on the going concern basis.

The Trustees are responsible for keeping proper accounting records, for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Internal financial controls

The Board of Trustees has overall responsibility for ensuring that the company has in place an appropriate system of internal controls, financial and otherwise, to provide reasonable assurance that:

- the company is operating efficiently and effectively;
- its assets are safeguarded against unauthorised use or disposition;
- proper records are maintained and financial information used within the company or for publication is reliable; and
- the company complies with relevant laws and regulations.

The company's systems of financial control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss.

Statement of disclosure to auditors

The Trustees confirm that:

- so far as the Trustees are aware, there is no relevant audit information of which the company's auditors are unaware; and
- they have taken all the steps that they ought to have taken as members in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Employee involvement, equal opportunities and disabled employees

Since its inception, Positive Futures has had an Equal Opportunities Policy in place which is reviewed and updated as necessary. This Policy makes particular reference to the equality and fair treatment which the organisation promotes in relation to people with a disability which covers the recruitment, training, support and ongoing development of people with disabilities.

In addition, as an organisation which focusses on support to people with disabilities, we are committed to ensuring that all our practices, on a daily basis, reflect the letter and spirit of this Policy.

In 2006, Positive Futures (Northern Ireland) established a Joint Consultative Committee (JCC), comprising representatives from all our service locations. The purpose of this is to help staff to shape and inform the organisation's development and decision making through a process of consultation, discussion and agreement with Directors, as well as to be consulted on key organisational issues. This has proven to be a very useful forum which reports annually to the Board of Trustees. Through the JCC, we also provide employees with key organisational information including information on the financial, economic, health and safety and policy context within which the organisation operates. In 2019, a JCC was also established in the Republic of Ireland.

Auditors

A resolution to re-appoint the auditors, ASM (B) Ltd, will be submitted at the Annual General Meeting.

The Trustees' Report and the Strategic Report contain therein were approved by the Board of Trustees on 25 October 2022.

M Somerville

Miriam Somerville
Chair

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives.

Opinion

We have audited the financial statements of Positive Futures: Achieving Dreams. Transforming Lives (the 'parent company') and its subsidiaries (the 'Group') for the year ended 31 March 2022 which comprise: the consolidated and company statements of financial activities; the consolidated and company balance sheets; the consolidated statement of cash flows; and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent company's affairs as at 31 March 2022 and of the Group's and the parent company's incoming resources and application of resources, including the Group's and the parent company's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) (ISAs) 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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom and Ireland, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs require us to report to you where:

- the use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Group's or the parent company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Respective responsibilities of Trustees and auditors

The Trustees are responsible for the other information included in the annual report. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report 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.

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives. (continued)

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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Group Trustees' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Group Trustees' Report, including the Strategic Report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which 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.

Responsibilities of Trustees

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

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs 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.

Independent Auditors' Report to the Members of Positive Futures: Achieving Dreams. Transforming Lives. (continued)

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

- We considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: timing of recognition of income; and posting of unusual journals along with complex transactions. We discussed these risks with client management, designed audit procedures to test the timing of income, tested a sample of journals to confirm they were appropriate and reviewed areas of judgement for indicators of management bias to address these risks.

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 Auditors' Report.

Use of our report

This report is made solely to the charity'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 charity'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 charity and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Christine Hagan.

Christine Hagan (Senior Statutory Auditor)
for and on behalf of
ASM (B) Ltd
Chartered Accountants & Statutory Auditors
Glendinning House
6 Murray Street
Belfast
BT1 6DN

25 October 2022

ASM (B) Ltd are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

Consolidated Statement of financial activities
(incorporating the Consolidated Income and Expenditure Account)

	Notes	Restricted	Unrestricted	2022	2021
		£	£	£	£
Income and endowments from:					
Investments	3	-	16,084	**16,084**	14,597
Charitable activities	5	6,866,395	11,421,754	**18,288,149**	16,638,980
Other Income	4	-	8,288	**8,288**	-
Total income and endowments		6,866,395	11,446,126	**18,312,521**	16,653,577
Expenditure on:					
Charitable activities	6	(7,078,930)	(10,542,061)	**(17,620,991)**	(16,241,726)
Total expenditure		(7,078,930)	(10,542,061)	**(17,620,991)**	(16,241,726)
Net gains/(losses) on investments	12	-	9,027	**9,027**	114,435
Net income/(expenditure)		(212,535)	913,092	**700,557**	526,286
Other recognised gains / (losses)					
Unrealised foreign exchange gain/(loss)		(12,628)	(1,321)	**(13,949)**	(42,891)
Transfers					
Transfers between funds	16	510,989	(510,989)	-	-
Net movement in funds		285,826	400,782	**686,608**	483,395
Reconciliation of funds:					
Total funds brought forward	16	804,799	4,357,060	**5,161,859**	4,678,464
Total funds carried forward	16	1,090,625	4,757,842	**5,848,467**	5,161,859

All amounts above relate to continuing operations of the group.

The notes on pages 22 to 34 form part of these accounts.

ASM

Company Statement of financial activities
(incorporating the Income and Expenditure Account)

	Notes	Restricted £	Unrestricted £	2022 £	2021 £
Income and endowments from:					
Investments	3	-	16,084	**16,084**	14,597
Charitable activities	5	2,340,818	11,735,883	**14,076,701**	12,382,938
Other Income	4	-	927	**927**	-
Total income and endowments		2,340,818	11,752,894	**14,093,712**	12,397,535
Expenditure on:					
Charitable activities	6	(2,847,081)	(10,856,542)	**(13,703,623)**	(12,212,409)
Total expenditure		(2,847,081)	(10,856,542)	**(13,703,623)**	(12,212,409)
Net gains/(losses) on investments	12	-	9,027	**9,027**	114,435
Net income/(expenditure)		(506,263)	905,378	**399,115**	299,561
Other recognised gains					
Gift of assets on merger		-	-	-	479,555
Transfers					
Transfers between funds	16	506,263	(506,263)	-	-
Net movement in funds		-	399,115	**399,115**	779,116
Reconciliation of funds:					
Total funds brought forward		(231,896)	4,308,725	**4,076,829**	3,297,713
Total funds carried forward		(231,896)	4,707,840	**4,475,944**	4,076,829

All amounts above relate to continuing operations of the company.

The notes on pages 22 to 34 form part of these accounts.

Consolidated Balance sheet

	Notes	2022	2021
		£	£
Fixed assets			
Tangible fixed assets	11	**1,722,777**	1,750,615
Investments	12	**866,836**	843,250
		2,589,613	2,593,865
Current assets			
Debtors	13	**2,083,627**	1,317,215
Cash at bank and in hand		**2,954,056**	3,211,737
		5,037,683	4,528,952
Liabilities			
Creditors: amounts falling due within one year	14	**(1,778,829)**	(1,960,958)
Net current assets		**3,258,854**	2,567,994
Total assets less current liabilities		**5,848,467**	5,161,859
Net assets		**5,848,467**	5,161,859
The funds of the charity			
Unrestricted funds	16	**4,757,842**	4,357,060
Restricted funds	16	**1,090,625**	804,799
Total funds		**5,848,467**	5,161,859

The accounts on pages 17 to 34 were approved by the Board of Trustees and authorised for issue on 25 October 2022.

M Somerville

Miriam Somerville
Trustee

John R. Alexander

John Alexander
Trustee

Co. Registration No. NI 029849

The notes on pages 22 to 34 form part of these accounts.

Company Balance sheet

	Notes	2022	2021
		£	£
Fixed assets			
Tangible fixed assets	11	**1,619,885**	1,693,536
Investments	12	**866,836**	843,250
		2,486,721	2,536,786
Current assets			
Debtors	13	**1,943,694**	1,159,654
Cash at bank and in hand		**1,384,332**	1,883,403
		3,328,016	3,043,057
Liabilities			
Creditors: amounts falling due within one year	14	**(1,338,793)**	(1,503,014)
Net current assets		**1,989,223**	1,540,043
Total assets less current liabilities		**4,475,944**	4,076,829
Net assets		**4,475,944**	4,076,829
The funds of the charity			
Unrestricted funds	16	**4,707,840**	4,308,725
Restricted funds	16	**(231,896)**	(231,896)
Total funds		**4,475,944**	4,076,829

The accounts on pages 17 to 34 were approved by the Board of Trustees and authorised for issue on 25 October 2022.

M Somerville

Miriam Somerville
Trustee

John R. Alexander.

John Alexander
Trustee

Co. Registration No. NI 029849

The notes on pages 22 to 34 form part of these accounts.

Consolidated Statement of Cash Flows

	2022	2021
	£	£
Cash flows from operating activities:		
Net cash provided by operating activities (see below)	**(124,351)**	1,402,218
Cash flows from investing activities		
Dividends, interest and rents from investments	**16,084**	14,597
Proceeds from the sale of property, plant and equipment	**13,315**	852
Purchase of property, plant and equipment	**(148,170)**	(86,341)
(Purchase) / sale of investments	**(14,559)**	(50,408)
Net cash (used in) investment activities	**(133,330)**	(121,300)
Change in cash in the reporting period	**(257,681)**	1,280,918
Cash at the beginning of the reporting period	**3,211,737**	1,930,819
Cash at the end of the reporting period	**2,905,056**	3,211,737

Reconciliation of net income to net cash inflow from operating activities

	2022	2021
	£	£
Net income for the reporting period (as per the Consolidated Statement of financial activities)	**686,608**	483,395
Adjusted for:		
Depreciation charges	**169,782**	184,393
(Gains)/ losses on investments	**(9,027)**	(114,435)
Dividends, interest and rents from investments	**(16,084)**	(14,597)
(Decrease)/Increase in creditors	**(182,129)**	568,599
(Increase)/Decrease in debtors	**(766,411)**	292,513
Exchange difference on consolidation	**(7,090)**	2,350
Net cash provided by operating activities	**(124,351)**	1,402,218

Analysis of cash and cash equivalents

	31 March 2021	Cash Flow	31 March 2022
	£	£	£
Cash at bank and in hand	3,211,737	(257,681)	2,954,056
Total cash and cash equivalents	3,211,737	(257,681)	**2,954,056**

The notes on pages 22 to 34 form part of these accounts.

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Notes to the accounts

1. Accounting policies

Basis of accounting

The accounts have been prepared under the historical cost convention and modified to include the revaluation of investments and in accordance with applicable accounting standards, the Companies Act 2006 and the Statement of Recommended Practice ("SORP") 'Accounting and Reporting by Charities' (FRS 102) and in accordance with Financial Reporting Standard 102. A summary of the more important accounting policies, which have been applied consistently, is set out below.

Consolidation

The consolidated financial statements incorporate the financial statements of the company and its subsidiary undertakings as listed in note 12.

Public Benefit

Positive Futures: Achieving Dreams. Transforming Lives is a public benefit entity which is a company limited by guarantee, registered number NI29849. The company details are listed on page 2.

Funds

The charity receives various types of funding which require separate treatment. These are as follows:

a) unrestricted funds: funds which may be expended at the discretion of the Trustees in furtherance of the objectives of the charity; and

b) restricted funds: funds which are earmarked by the donor for specific purposes.

Designated funds

Designated funds relate to unrestricted incoming resources in the current and previous years, which are allocated to fund specific activities in future accounting periods.

Incoming resources

All income and grants of a revenue nature are credited to income in the period to which they relate. Income is only deferred when grants or income is received in advance of the year to which they relate.

Grants specifically for capital expenditure are credited to incoming resources in the period the capital expenditure is incurred. A designated fund is created in reserves, which is reduced over the expected useful lives of the related assets by equal annual instalments.

Other incoming resources are credited to income in the period to which they relate.

Funds received which have been earmarked by the donor for specific purposes are treated as restricted incoming resources.

Resources expended

Resources expended are analysed between restricted and unrestricted resources expended. The charity allocates resources expended into restricted and unrestricted elements on the basis of the direct and indirect costs associated with providing the service over the longer term. To ensure consistency, indirect costs are apportioned between funding sources on the basis of the cost allocation formulae determined at the establishment of the particular service.

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Notes to the accounts (continued)

Going Concern

No material uncertainties related to events or conditions that may cast significant doubt about the ability of the company to continue as a going concern have been identified by the Trustees.

Pension scheme

The company operates a group personal pension plan. This defined contribution pension scheme is open to all staff. Employer's contributions vary as a % of pensionable earnings depending on the staff member's agreed terms and conditions. The assets of the scheme are held separately from those of the company in independently administered funds, and contributions are charged to the Statement of Financial Activities in the period to which they relate.

Operating leases

Costs in respect of operating leases are charged on a straight-line basis over the lease term.

Tangible fixed assets

Fixed assets are stated at their purchase cost, together with any incidental costs of acquisition. The company's policy is to capitalise individual fixed assets costing £300 or more.

Depreciation is calculated so as to write off the cost of tangible fixed assets (excluding land), less their estimated residual values, on a straight-line basis over the expected useful lives of the assets concerned. The principal annual rates used for this purpose are as follows:

	%
Buildings	4 - 25
Motor vehicles	25
Fixtures and fittings	25
Computer equipment	25
Plant and machinery	25-33

Debtors

Debtors are measured at their recoverable amounts.

Creditors and provisions for liabilities and charges

Creditors and provisions for liabilities and charges are measured at their settlement amount.

Judgements and estimates

In the process of applying the company's accounting policies, management has not made any significant judgements. There are no key assumptions concerning the future or other key sources of estimation, that have a significant risk of raising a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Investments

In accordance with the Statement of Recommended Practice, investments, other than those in subsidiary companies, are shown in the balance sheet at market value. Subsidiary companies are stated at cost.

Termination Benefits

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to either terminate the employment of an employee or to provide termination benefits.

Notes to the accounts (continued)

Foreign Currency

Transactions in a foreign currency are recorded at the rate ruling at the date of the transaction. Assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

2. Volunteers

Our volunteers are involved in a range of activities from administrative tasks through to supporting the people we support to have the life they want. The contribution made by our volunteers in Family Support and Shared Lives Services is critical to the successful delivery of these Services.

3. Investment income

	2022	2021
	£	£
Bank interest	**(117)**	97
Income from investments	**16,201**	14,500
	16,084	14,597

4. Other Income

	Group **2022**	Group 2021	**Company** **2022**	Company 2021
	£	£	**£**	£
Profit from disposal of fixed assets	**8,288**	-	**927**	-
	8,288	-	**927**	-

5. Incoming resources from charitable activities

Group	Restricted	Unrestricted	**2022**	Restricted	Unrestricted	2021
	£	£	**£**	£	£	£
Health Board and Trust income	-	10,823,336	**10,823,336**	-	9,243,966	9,243,966
Supporting People income	1,962,933	-	**1,962,933**	2,118,214	-	2,118,214
Health Service Executive Grant	4,512,002	-	**4,512,002**	4,405,694	49,126	4,454,820
Income from service users	13,575	455,765	**469,340**	14,037	464,069	478,106
Other fees and grants	377,885	21,420	**399,305**	124,603	8,972	133,575
Consultancy income	-	103,432	**103,432**	-	127,214	127,214
Gifts and other income	-	17,801	**17,801**	-	83,085	83,085
	6,866,395	11,421,754	**18,288,149**	6,662,548	9,976,432	16,638,980

Notes to the accounts (continued)

5. Incoming resources from charitable activities (continued)

Company	Restricted	Unrestricted	**2022**	Restricted	Unrestricted	2021
	£	£	**£**	£	£	£
Health Board and Trust income	-	10,823,336	**10,823,336**	-	9,243,966	9,243,966
Supporting People income	1,962,933	-	**1,962,933**	2,118,214	-	2,118,214
Income from service users	-	455,765	**455,765**	-	464,069	464,069
Other fees and grants	377,885	13,557	**391,442**	124,603	8,084	132,687
Gifts and other income	-	443,225	**443,225**	-	424,002	424,002
	2,340,818	11,735,883	**14,076,701**	2,242,817	10,140,121	12,382,938

6. Expenditure on charitable activities

The company allocates its costs between Restricted and Unrestricted expenditure as follows:

Group	Restricted	Unrestricted	**2022**	Restricted	Unrestricted	2021
	£	£	**£**	£	£	£
Direct care staff costs	5,464,311	8,169,326	**13,633,637**	5,511,879	7,154,881	12,666,760
Head Office staff costs	429,989	1,533,314	**1,963,303**	447,124	1,355,044	1,802,168
Other staff costs	42,993	82,553	**125,546**	51,208	41,347	92,555
ICT costs	21,081	91,449	**112,530**	20,791	74,191	94,982
Travel, subsistence and volunteers' expenses	183,730	152,245	**335,975**	157,903	120,027	277,930
Training costs	117,983	45,662	**163,645**	97,991	54,664	152,655
Premises and insurance costs	219,281	268,228	**487,509**	186,911	288,420	475,331
Depreciation	35,131	130,783	**165,914**	46,211	136,644	182,855
Other support costs	564,431	68,501	**632,932**	453,397	43,093	496,490
	7,078,930	10,542,061	**17,620,991**	6,973,415	9,268,311	16,241,726

Company	Restricted	Unrestricted	**2022**	Restricted	Unrestricted	2021
	£	£	**£**	£	£	£
Direct care staff costs	2,494,245	8,405,370	**10,899,615**	2,425,459	7,271,217	9,696,676
Head Office staff costs	37,878	1,577,636	**1,615,514**	24,164	1,386,660	1,410,824
Other staff costs	29,656	85,719	**115,375**	34,118	42,980	77,098
ICT costs	2,732	94,105	**96,837**	6,158	80,351	86,509
Travel, subsistence and volunteers' expenses	39,329	157,117	**196,446**	38,216	121,146	159,362
Training costs	84,368	49,330	**133,698**	86,674	47,253	133,927
Premises and insurance costs	72,236	277,023	**349,259**	71,032	254,397	325,429
Depreciation	3,966	134,584	**138,550**	12,452	124,885	137,337
Other support costs	82,671	75,658	**158,329**	136,672	48,575	185,247
	2,847,081	10,856,542	**13,703,623**	2,834,945	9,377,464	12,212,409

Direct care staff costs include the provision of personal care and housing support to the people we support.

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Notes to the accounts (continued)

7. Employee information

The average weekly number of persons, including part time and relief staff employed by the group during the year was:

	Group		**Company**	
	2022	2021	**2022**	2021
	Number	Number	**Number**	Number
By activity:				
Direct care activities	**583**	675	512	604
Administration and training	**93**	83	78	67
	676	758	590	671

	Group		Company	
	2022	2021	**2022**	2021
	£	£	**£**	£
Staff costs (for the above persons)				
Wages and salaries	**13,265,986**	12,544,251	**10,324,228**	9,509,208
Social security costs	**1,206,496**	1,035,930	**897,685**	706,597
Pension costs	**331,553**	319,094	**299,059**	284,820
	14,804,035	13,899,275	**11,520,972**	10,500,625

Outside of payroll spend on agency workers amounted to £871,425 (2021: £585,371).

Pension contributions in the year for the provision of a defined contribution scheme amounted to £331,553 (2021: £319,094) and contributions due at the year-end amounted to £154 (2021: £nil).

During the year one employee, the Chief Executive of the group, received remuneration (excluding employer's pension contributions) of £107,632 (2021: £106,380).

One other employee (2021: one) received emoluments (excluding employer's pension contributions) between £80,000 and £90,000 during the year.

One other employee (2021: one) received emoluments (excluding employer's pension contributions) between £70,000 and £80,000 during the year.

None of the Trustees received any remuneration during the year.

During the year the Director Team received remuneration (excluding employer's pension contributions) totalling £371,995 (2021: £437,122).

During the year no employees (2021: none) received a termination payment.

During the year, the costs for four employees (2021: six) were recharged to another Group Company.

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Notes to the accounts (continued)

8. Net incoming resources

	2022	2021
	£	£
Net income/(expenditure) is stated after charging/(crediting):		
Depreciation on tangible owned fixed assets	**169,782**	184,393
(Profit)/Loss on revaluation of investments	**(9,027)**	(114,435)
Interest (receivable)/payable	**117**	(97)
Auditors' remuneration - audit	**18,600**	14,385
Auditors' remuneration - other	**19,481**	7,035
(Profit)/Loss on disposal of tangible assets	**(8,288)**	-

9. Taxation

The group is exempt from taxation due to its charitable status as approved by the Inland Revenue and Revenue Commissioners. No tax is therefore payable on the surplus for the year £686,608 (2021: £483,395)

10. Auditors' remuneration

The auditors' remuneration of £38,081 (2021: £21,420) is split as follows:

	2022	2021
	£	£
Audit services - group	**18,600**	14,385
Payroll, Tax and other services	**19,481**	7,035
	38,081	21,420

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Notes to the accounts (continued)

11. Tangible fixed assets

Group tangible fixed assets	Land & buildings £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Plant and Machinery £	Total £
Cost						
At 31 March 2021	2,370,296	188,889	230,736	322,956	6,017	3,118,894
Additions	-	126,602	8,001	13,567	-	148,170
Disposals	-	(38,175)	-	(9,917)	-	(48,092)
Exchange adjustments	-	(1,994)	-	(397)	-	(2,391)
At 31 March 2022	**2,370,296**	**275,322**	**238,737**	**326,209**	**6,017**	**3,216,581**
Depreciation						
At 31 March 2021	778,278	128,488	210,284	246,625	4,604	1,368,279
Charge for the year	92,935	36,118	8,883	31,379	467	169,782
Disposals	-	(35,220)	-	(7,843)	-	(43,063)
Exchange adjustments	-	(667)	(15)	(512)	-	(1,194)
At 31 March 2022	**871,213**	**128,719**	**219,152**	**269,649**	**5,071**	**1,493,804**
Net book values						
At 31 March 2022	**1,499,083**	**146,603**	**19,585**	**56,560**	**946**	**1,722,777**
At 31 March 2021	1,592,018	60,401	20,452	76,331	1,413	1,750,615

Company tangible fixed assets	Land & buildings £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Plant and Machinery £	Total £
Cost						
At 31 March 2021	2,334,936	116,916	209,976	281,827	1,412	2,945,067
Additions	-	51,471	3,437	12,064	-	66,972
Disposals	-	(16,555)	-	(7,185)	-	(23,740)
At 31 March 2022	**2,334,936**	**151,832**	**213,413**	**286,706**	**1,412**	**2,988,299**
Depreciation						
At 31 March 2021	742,983	89,867	199,665	219,016	-	1,251,531
Charge for the year	92,869	18,364	3,640	23,211	466	138,550
Disposals	-	(16,555)	-	(5,112)	-	(21,667)
At 31 March 2022	**835,852**	**91,676**	**203,305**	**237,115**	**466**	**1,368,414**
Net book values						
At 31 March 2022	**1,499,084**	**60,156**	**10,108**	**49,591**	**946**	**1,619,885**
At 31 March 2021	1,591,953	27,049	10,311	62,811	1,412	1,693,536

Notes to the accounts (continued)

12. Investments

	2022 £
Investments at market value at 31 March 2021	843,250
Investment income reinvested	16,201
Purchase of investments	202,844
Disposal of investments	(204,526)
Net gain on revaluation and realisation	9,027
Investments at market value at 31 March 2022	**866,836**

The historical cost of the investments is £670,127 (2021: £670,127).

Positive Futures has an investment policy which provides a framework for making investment decisions. These investments aim to provide a balance between capital growth and income generation over the medium to long term with a medium level of risk. Except as noted below the investments are in a mixture of liquid assets such as equities, fixed interest securities, alternative assets and cash within allocation ranges as set out in the investment policy. For ethical reasons no direct equity investment is made in Tobacco, Alcohol, Gambling, Armaments and industries involved in exploitation of Human Rights. The management of investments is done by an external discretionary Investment Manager appointed by the Trustees.

Investments are reflected on the Balance Sheet at market value at 31 March 2022. Since the year end the market value of the charity's investments has dropped due to various market factors. The charity holds investments for income and for long term gains.

Positive Futures also exercises control over two subsidiary companies whose results are detailed below:

Name	Business	Registered Office	Shares held	Period end	Turnover in year (£)	Profit/(loss) after tax (£)	Net assets/ (liabilities) (£)
Positive People (NI) C.I.C Registered Number NI623255	Employment Agency	2b Park Drive Bangor County Down	None – limited by guarantee	31 March 2022	-	(149)	(32,042)
Positive Futures: Achieving Dreams. Transforming Lives. CLG Registered Number 566738	Provision of Social Care Services Charity Registration number 20106348	Nesta Business Centre Unit 4-5 Burton Hall Park Burton Hall Road Sandyford Business Park Dublin 18 D18 A094	None – limited by guarantee	31 March 2022	4,636,872	287,641	1,372,711

Notes to the accounts (continued)

13. Debtors

	Group	Group	**Company**	Company
	2022	2021	**2022**	2021
	£	£	**£**	£
Amounts falling due within one year:				
Trade debtors	**1,246,260**	893,221	**1,061,982**	754,924
Other debtors	**13,884**	21,037	**13,884**	13,274
Prepayments and accrued income	**823,483**	402,958	**704,951**	357,671
Amounts owed by subsidiary undertakings	**-**	-	**194,919**	60,092
Provision for amounts owed by subsidiary undertakings	**-**	-	**(32,042)**	(31,893)
	2,083,627	1,317,216	**1,943,694**	1,154,068

14. Creditors: amounts falling due within one year

	Group	Group	**Company**	Company
	2022	2021	**2022**	2021
	£	£	**£**	£
Trade creditors	**370,864**	579,405	**383,593**	272,305
Other creditors	**174,981**	166,716	**174,981**	166,153
Accruals and deferred income	**964,132**	956,715	**579,653**	884,946
Other taxes and social security	**268,852**	258,122	**200,566**	179,610
	1,778,829	1,960,958	**1,338,793**	1,503,014

15. Deferred income

Included in accruals and deferred income is deferred income of £504,673 (2021: £568,068) for the Group, and £269,233 (2021: £306,985) for the Company. Deferred income comprises deferred grants and income for services to be provided after the year end.

	Group	**Company**
	£	**£**
Balance as at 31 March 2021	568,038	306,985
Amount released to incoming resources	(211,085)	(185,472)
Amount deferred in year	147,720	147,720
Balance as at 31 March 2022	**504,673**	**269,233**

Notes to the accounts (continued)

16. Analysis of net assets between funds

	At 31 March 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
Unrestricted funds					
Designated funds	1,771,939	-	-	396,290	**2,168,229**
General funds	2,585,121	11,446,126	(10,534,355)	(907,279)	**2,589,613**
Total unrestricted funds	4,357,060	**11,446,126**	**(10,534,355)**	**(510,989)**	**4,757,842**
Restricted funds					
Supporting People	-	1,962,933	(2,470,520)	507,587	-
Supporting People – Special Recognition Payment	-	1,760	(1,710)	(50)	-
Department of Health – Special Recognition Payment	-	242,815	(237,637)	(5,178)	-
Supporting People – Covid-19 Emergency Funding	(231,896)	-	-	-	**(231,896)**
Big Lottery Fund Grant: Reaching Out: Supporting Families	-	126,835	(128,827)	1,992	-
HSE Grants	1,049,886	4,512,003	(4,231,850)	4,725	**1,334,764**
Other restricted funds	(13,191)	20,049	(21,014)	1,913	**(12,243)**
Total restricted funds	804,799	**6,866,395**	**(7,091,558)**	**510,989**	**1,090,625**
Total funds	5,161,859	**18,312,521**	**(17,625,913)**	-	**5,848,467**

The charity's policy in respect of transfers between designated funds is set out in the Trustees' Report. The transfers affected in respect of the year ended 31 March 2022 are set out in detail in note 17.

The Supporting People restricted funds have arisen from funding received from the Supporting People programme. The programme funds a range of services which provide housing related support to vulnerable people to improve their quality of life and gain independence. The funds are restricted to be used on the agreed services and support tasks contained in the funding agreements. The Trustees have previously agreed to eliminate annually any deficit that arises in respect of that fund.

The Supporting People – Covid-19 Emergency Funding restricted fund has arisen from funding to cover exceptional costs associated with the Covid-19 pandemic. Claims submitted for funding not yet approved by Supporting People or recognised as income amounted to £231,896 for the year.

The Big Lottery Fund Grant: Reaching Out: Supporting Families restricted fund arises from funding received to fund a range of services for children with a learning disability (0 – 12 years old) and their families.

HSE grants are for the provision of care and support services in the Republic of Ireland.

Included in deferred income (note 15) is £37,216 (2021: £123,991) which relates to restricted income received from the Big Lottery Fund Grant: Reaching Out: Supporting Families for activities in the next financial year.

Other restricted funds arise from grant funding received that is restricted for use in specific projects. The Trustees have agreed to make available reserves to eliminate any deficits that arise.

Notes to the accounts (continued)

17. Analysis of designated fund movement

The funds designated by the Board of Trustees in line with their policies as set out in the Trustees' Report:

	Balance at 31 March 2021	Retained surplus / (deficit) for the year	Transfers (from)/to funds	Balance at 31 March 2022
Designated funds	£	£	£	£
Under occupancy fund	50,000	-	15,000	**65,000**
Redundancy fund	50,000	-	15,000	**65,000**
Service development fund	62,500	-	(12,500)	**50,000**
Building repairs and maintenance fund	470,000	-	(129,557)	**340,443**
Project Management and Delivery fund	30,000	-	(30,000)	-
Organisational Restructuring Fund	40,000	-	(40,000)	-
Organisational Development Fund	-	-	40,000	**40,000**
Management development and training fund	10,000	-	45,000	**55,000**
Volunteer coordination fund	15,000	-	35,000	**50,000**
Replacement MV fund	30,000	-	20,000	**50,000**
User involvement / PCP	40,000	-	(32,000)	**8,000**
PR and fundraising	87,800	-	26,200	**114,000**
Replacement IT and F&F	75,000	-	(35,000)	**40,000**
Digital Transformation	-	-	200,000	**200,000**
Behaviour support fund	52,500	-	(500)	**52,000**
Legal Costs Fund	30,000	-	20,000	**50,000**
Health and Wellbeing Strategy	7,500	-	22,500	**30,000**
Corporate Planning	5,000	-	2,500	**7,500**
Recruitment and Retention Strategy	235,525	-	234,048	**469,573**
Capital Grants fund	169,218	-	(9,401)	**159,817**
Covid-19 Pandemic fund	50,000	-	-	**50,000**
Climate change fund	30,000	-	10,000	**40,000**
Covid-19 Emergency funding	231,896	-	-	**231,896**
	1,771,939	-	396,290	**2,168,229**
General fund	2,585,121	911,771	(907,279)	**2,589,613**
Total unrestricted funds	4,357,060	911,771	(510,989)	**4,757,842**

In the year ended 31 March 2022 a transfer was made of £510,989 (2021: £360,212) from unrestricted funds. This was to eliminate a deficit in restricted funds, note 16.

ASM

Notes to the accounts (continued)

18. Operating leases

At 31 March 2022, the group had future minimum lease payment commitments under non-cancellable operating leases as follows:

Group	**2022** £	2021 £
Land and buildings expiring:		
In less than one year	**72,426**	32,374
Between two and five years	**195,664**	63,874
More than five years	**7,526**	27
	275,616	96,275

	2022 £	2021 Restated £
Motor vehicles expiring:		
In less than one year	**12,822**	12,927
Between two and five years	-	12,927
More than five years		-
	12,822	25,854

Lease payments recognised as expenses in the period were £65,302.

At 31 March 2022, the Company had future minimum lease payment commitments under non-cancellable operating leases as follows:

Company	**2022** £	2021 £
Land and buildings expiring:		
In less than one year	**64,943**	32,374
Between two and five years	**173,216**	63,874
More than five years	**7,526**	27
	245,685	96,275

Lease payments recognised as expenses in the period were £36,108

19. Contingent liabilities

A contingent liability exists to repay grants received, where certain conditions have not been fulfilled by the company. In the opinion of the Trustees, the terms of the letters of offer have been complied with and no liability is expected.

20. Guarantors

The company is a company limited by guarantee and does not have share capital. The liability of guarantors is limited to £1 in the event of the company being wound up.

Notes to the accounts (continued)

21. Control

The company is controlled by a Board of Trustees.

22. Analysis of payments to Trustees and Related Parties by the group

	2022	2021
	£	£
Payments to ARC Limited	**1,100**	15,120
Reimbursement of expenses to Trustees	-	-
Services received from NAHVI	**2,072**	31,865
Services provided to NAHVI	**(103,587)**	(121,915)

Expenses reimbursed to Trustees are for travel and accommodation. No Trustees (2021: none) were reimbursed for expenses during the year.

Agnes Lunny, Chief Executive of Positive Futures: Achieving Dreams. Transforming Lives. was also a Trustee of ARC Limited during the year, a charitable company which provided services to Positive Futures.

Fiona Keogh and John Alexander, Directors of Positive Futures, was also a Directors of the National Association of Housing for the Visually Impaired (NAHVI). Services provided to NAHVI were done on an arm's length basis. At the balance sheet date, NAHVI owed Positive Futures £4,408 (2021: £8,410).

Except as disclosed above there were no other related party transactions during the year.

23. Post Balance Sheet Event

On 1 September 2022, Positive Futures acquired the operations, assets, and liabilities of the National Association of Housing for the Visually Impaired (NAHVI) for nil consideration.

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