



# People, Place & Participation Limited

Group report and financial statements

For the year ended 31 March 2025

## Reference and administration information

### Registered society number: 7713

The charity is exempt from registering with the Charity Commission because it is a registered community benefit society and so does not have a charity number.

### Registered office and operational address

Flo's - The Place in the Park  
Rymers Lane  
Oxford  
OX4 3JZ

### Name

The charity is also known as Flo's – the Place in the Park.

### Trustees

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

- Claire Gray (until 11 Mar '25)
- Eleanor Percival
- Gordon Mitchell
- Hannah Ormston (Treasurer)
- Jo Boyes
- Julian Cottee (until 27 Sep '24)
- Laura White
- Mariam Iqbal
- Philippa McConnell (from 21 Nov '24)
- Russell Stebbings
- Samantha Adams
- Sarah Borien (Chair)

# Reference and administration information (continued)

## Flo's Trading Directors

- Clare Keyte (from 27 Nov24)
- Hannah Ormston (Treasurer)
- Helen Davies (from 27 Nov24)
- Ori Halup (until 20 Oct24)
- Russell Stebbings (Chair)

## Society Secretary

- Adele Cross (from 22 Aug '24)
- Candida March (until 22 Aug '24)

## Key management personnel

- Laura Sewell - Executive Director
- Lucy Hetherington - Operations Manager
- Melissa Latchman - Community Manager
- Mustafa Keskin - Trading Manager
- Ruth Domoney – Finance Manager
- Tanja Fletcher - Nursery Manager

## Bankers

- Co-operative Bank Plc (PPP)
- Barclays Bank Plc (Flo's Trading)

## Accountants and Auditors

Third Sector Accountancy Limited, Holyoake House, Hanover Street, Manchester M60 0AS.

# Trustees' annual report for the year ended 31 March 2025

The trustees present their report and the audited financial statements for the year ended 31 March 2025. Reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102. These financial statements are the consolidated group accounts of the charity and its wholly owned subsidiary Flo's Trading Limited.

## Objectives and activities

The objects of People, Place & Participation Limited (PPP) are for the public benefit and in particular to:

- promote the benefit of the inhabitants of Oxford and surrounding areas without distinction of sex, sexual orientation, race or of political, religious or other opinions by associating together said inhabitants and local authorities, voluntary and other organisations in a common effort to advance education and to provide facilities in the interests of social welfare for recreation and leisure time occupation with the objective of improving the conditions of life for the inhabitants;
- establish, maintain and manage a community hub, whether alone or in cooperation with any local authority or voluntary organisation in furtherance of these objects.

Flo's Trading Ltd is registered with Companies House and is the wholly owned trading subsidiary of PPP Ltd. PPP is the single member and person with financial control.

## Progress with main activities

The charity's main activities and beneficiaries who it tries to help are described below. All its charitable activities focus on social welfare and education and are undertaken to further the charity's charitable purposes for the public benefit.

Our mission is to be a vibrant community hub where people, partners, and the spaces we occupy can grow and thrive. We work cooperatively to understand local needs and create opportunities for all, focusing on areas where we can make the greatest impact

Our pillars of purpose that guide our services are to:

- ❖ Serve our Community
- ❖ Improve Equity
- ❖ Protect our Planet

The main activities in relation to these purposes during the year were:

- Provision of a 24 place and another 16 place childcare nursery with a focus on nature-based learning
- Provision of a café 7 days a week and a plastic free Refill shop 5 days a week through our wholly owned trading subsidiary
- Administering and anchoring the OX4 Food Crew – enabling cooperation locally towards tackling food justice issues in OX4
- Coordinating the OX4 Food Crew alliance to fight food insecurity - working with 9

## grassroots organisations

- Incubating a new project to address inequality in access, experience and outcomes relating to maternity services.
- Supporting women and children from ethnically diverse backgrounds to overcome barriers and receive support during the crucial first 1001 days from conception.
- Provision of support for families through drop-in classes and events
- Provision of green volunteering opportunities in the refill shop and garden
- Provision of rooms for hire and for community use
- Provision of space for community midwives (NHS health trust OUH)

The trustees review impact against the core activities each year and these are reported in the annual impact report. [www.flosoxford.org.uk](http://www.flosoxford.org.uk)

Trustees contribute between 5-10 hours of support a month through activities defined by their focus area and Flo's priorities. The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

## Volunteers

Volunteers make up an important part of our work at PPP. We have a wide range of volunteering roles: garden, community meals, nursery, events and a refill shop.

TOTAL hours of Volunteering	2,109
TOTAL Value at Oxford living wage £13.16	£27,754.44
Number of volunteers	66

A full and detailed impact report is being prepared for the Annual General Meeting in September and will be available on the website thereafter.

## Group Financial Review

2024-25 was a positive year from a financial perspective. Flo's Trading made a profit of over £57,000, and the taxable profits will all be donated to the PPP Charitable Community Benefit Society (CBS). The CBS also ended the year with a small surplus in unrestricted funds helping us move towards our reserves target.

Group income in the year was £1,375,000 (2023-24: £1,172,000) and group expenditure was £1,299,000 (2023-24: £1,116,000.) Both income and expenditure increased from the previous year, mainly because this was the first full year of our Barracks Lane Garden Nursery and the expanded Equal Start Oxford maternity advocacy programme. There was also sales growth in Flo's Trading. In addition, expenditure increased due to investment in staff training, digital tools, and organisation support to increase the effectiveness of our growing team.

It continues to be a challenge to secure long term funding for our community work. We were

grateful to secure a three-year grant from BBC Children in Need, plus renewed funding from Oxfordshire Community Foundation and the Buckinghamshire, Oxfordshire and Berkshire Integrated Care Board. We are working closely with partners and funders to secure ongoing funding for OX4 Food Crew and Equal Start Oxford. These activities are currently funded up until March 2026.

We are also monitoring the impact of ongoing changes in government funding for nurseries. The expansion of government funding means our two nurseries now receive the majority of their income from this source. However, there are significant concerns from nurseries nationally that government funding does not cover full operating costs. The impact of the changes will be kept under close review.

For the 2024-25 year our group reserves increased. As of March 2025, the Group held unrestricted funds of £437,964. These are made up of £82,294 fixed assets, £35,000 designated funds, £45,450 share funds and £275,220 free reserves (2023-24 £204,000). We also held £108,847 of restricted funds.

### **Reserves policy**

The aim of the reserves policy is to ensure that the charity's ongoing and future activities are reasonably protected from unexpected fluctuations in its income and expenditure. Reserves are that part of a charity's unrestricted funds that is freely available to spend on any of the organisation's purposes. PPP maintains free unrestricted reserves:

- To provide a level of working capital that protects the continuity of our work
- To provide a level of funding for unexpected opportunities
- To provide cover for risks such as unforeseen expenditure or unanticipated loss of income

The trustees review the reserves policy annually and the reserves target is set using a risk-based approach.

The charitable society unrestricted free reserves at March 2025 were £228,000 (excluding fixed assets, designated funds, and including share funds). Our reserves policy is to hold free reserves of £300,000 - £350,000 based on an assessment of risks and opportunities facing the organisation. We are working to increase reserves to the target over the next three to five years.

### **Plans for the future**

In the year ahead we will focus on strengthening the employee journey at Flo's from recruitment through induction, training development all the way to exit interview and farewells. We are developing and diversifying our feedback mechanisms with staff to ensure listening and communication across our organisation is clear supportive.

We will also be developing new feedback loops for our community members and shareholders, as a Co-operative organisation, we will ensure that we reflect and build on the cooperative principles as a foundation for our work with local people and staff.

The year ahead will focus on evolution, not revolution - bolstering the successful projects that we are currently delivering and ensuring their future sustainability.

We have identified 3 pillars of purpose through which to deliver our 5 year strategy: Each department (Community, Trading, Shared Services and Nursery) will contribute to this strategy with involvement from the Finance team for all areas.

1. Serve our community: We aim to strengthen the community through embracing difference, delivering services that add value and bring the community together in our space and through partnership working locally. We primarily focus on providing support services to people and families who are experiencing any form of social injustice, isolation or exclusion.
2. Protect the planet: We are committed to playing our part in tackling the climate crisis by reducing our carbon footprint, protecting and enhancing biodiversity, contributing to a circular economy and reducing waste. Our sustainability commitments recognise that all climate action, no matter how small, contributes to protecting our planet.
3. Improve equity: As both an employer and a community organisation, we seek to understand and overcome barriers to equity for those we serve. This includes engaging with our co-located partners in health and food based enterprise to address systemic problems that drive poverty

## Structure, governance and management

The organisation is a charitable community benefit society, registered on 5 February 2018 and recognised as charitable by HM Revenue and Customs. The society was established under its rules which established the objects and powers of the charitable society and its governance. Members of the society must hold at least one £1 share in the society. This entitles them to attend and vote at the AGM. The trustees are members of the charity. All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 11 to the accounts.

As a Community Benefit Society, we operate on cooperative principles including how we work. All managers attend Board meetings. No changes to the governance structure are currently planned. Each manager links to a subgroup and reports to the chair of that subgroup in terms of reporting against plans and impact. The Finance manager works across all units - coordinating finance and reporting to the Treasurer and the Subgroup chairs through the Finance committee. All above meet at least quarterly in advance of the quarterly board meetings which are scheduled 1 year in advance.

Trustees are appointed based upon strategic priority-based-skills needed and are either voted on by members at the AGM or are co-opted mid-year. No other person or external body is entitled to appoint trustees. Each trustee has a clear focus area and is recruited based upon the skills, experience and alignment with Flo's values and aims.

A governance and structure document outlines the workings of the board, subgroups and focus areas with clear delineation across trustees and alignment with relevant managers. Quarterly board meetings and annual away days provide the basis for tracking progress, financial analysis and risk assessment as well as other standing items (e.g., safeguarding and health and safety) and developing forward plans.

## Related parties and relationships with other organisations

These financial statements are the consolidated group accounts of the charity and its wholly owned subsidiary Flo's Trading Limited which began active trading in April 2021. PPP works with many other local partners in furtherance of its key themes and aspirations. For example, OX4 Food Crew is an alliance set up by PPP and Ark T (a local charity) and now includes 9 other grassroots charities and social enterprises. These include new social enterprises that have directly benefited from PPP through grants, support and accommodation in Flo's incubation kitchen. These are No Vice Ice, Damascus Rose Kitchen, Syrian Sisters, Oxford Community Action, Oxford Mutual aid.

PPP will continue to raise funds to further its food justice and environmental sustainability and family support work - both on our own behalf and on behalf of or with our partners.

## Remuneration policy for key management personnel

Remuneration of all staff is reviewed annually and is set with reference to similar charities within Oxford.

## Risk management

The trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems and procedures are established in order to manage those risks.

## Statement of responsibilities of the trustees.

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

Board meetings include Risk Register analysis as a standing item with an accompanying detailed risk register covering business unit and overall risks and relevant mitigations/ownership.

Charity and society law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable group and of the incoming resources and application of resources, including the income and statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed,
- Subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation. The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable group and enable them to ensure that the financial statements comply with the Co-operative and Community Benefit Societies Act 2014. They are also responsible for safeguarding the assets of the charitable society and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable society's auditors are unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information
- The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable society's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## Auditors

Third Sector Accountancy Limited were appointed as the charitable society's auditors in 2021 and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 25th September 2025 and signed on their behalf by



Hannah Ormston  
Treasurer, PPP Ltd and Flo's Trading Ltd



Sarah Borien  
Chair, PPP Ltd

# Independent auditor's report to People, Place & Participation Limited

## Opinion

We have audited the financial statements of People, Place & Participation Limited (the 'parent society') and its subsidiary (the 'group') for the year ended 31 March 2025 which comprise the Group and Parent Charity Statement of Financial Activities, the Group and Parent Charity Balance Sheets, the Group and Parent Charity Statements of Changes in Equity, the Group Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, 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 the parent society's affairs as at 31 March 2025 and of the group's and parent society's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Co-operative and Community Benefit Societies Act 2014.

## Basis for opinion

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

## Conclusions relating to going concern

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

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

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

## Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The Board is responsible for the other information. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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.

# Independent auditor's report to People, Place & Participation Limited

## **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 Co-operative and Community Benefit Societies Act 2014 requires us to report to you if, in our opinion:

- a satisfactory system of control over transactions has not been maintained; or
- the society has not kept proper accounting records; or
- the financial statements are not in agreement with the books of account; or
- we have not received all the information and explanations we require for our audit.

## **Responsibilities of the Board**

As explained more fully in the Board's responsibilities statement set out on pages 7 and 8, the Board is 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 Board determines 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 Board is responsible for assessing the society'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 Board either intends to liquidate the society 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 auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

## **Capability of the audit in detecting irregularities, including fraud**

Based on our understanding of the group and the environment in which it operates, we identified the principal risks of non-compliance with laws and regulations related to pension legislation, tax legislation, employment legislation, health and safety legislation, and other legislation specific to the industry in which the group operates, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Co-operative and Community Benefit Societies Act 2014, the reporting requirements under the Charities SORP and FRS102, and the Charities Act 2011.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principle risks were related to the pressure on management to achieve particular results. Audit procedures performed by the group engagement team included:

- Discussions with management including consideration of known or suspected instances of non-compliance;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journal entries; and
- Challenging assumptions and judgments made by management.

## Independent auditor's report to People, Place & Participation Limited

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Use of the audit report**

This report is made solely to the society. Our audit work has been undertaken so that we might state to the society those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the society for our audit work, for this report, or for the opinions we have formed.

*Third Sector Accountancy Limited*

Third Sector Accountancy Limited  
Statutory Auditor  
Holyoake House  
Hanover Street  
Manchester  
M60 0AS

Date 27 / 10 / 2025

**People, Place & Participation Limited**  
**Group Statement of Financial Activities**  
**for the year ended 31 March 2025**

	Note	Unrestricted funds £	Restricted funds £	Total funds 2025 £	Unrestricted funds £	Restricted funds £	Total funds 2024 £
<b>Income from:</b>							
Donations and legacies	3	27,329	17,589	44,918	24,378	22,718	47,096
Charitable activities	4	421,805	269,627	691,432	324,856	225,305	550,161
Other trading activities	5	637,550	-	637,550	573,271	-	573,271
Investments	6	1,502	-	1,502	1,069	-	1,069
<b>Total income</b>		<b>1,088,186</b>	<b>287,216</b>	<b>1,375,402</b>	<b>923,574</b>	<b>248,023</b>	<b>1,171,597</b>
<b>Expenditure on:</b>							
Raising funds	7	615,946	-	615,946	548,066	-	548,066
Charitable activities	8	389,917	292,652	682,569	305,421	262,649	568,070
<b>Total expenditure</b>		<b>1,005,863</b>	<b>292,652</b>	<b>1,298,515</b>	<b>853,487</b>	<b>262,649</b>	<b>1,116,136</b>
<b>Net income/(expenditure) for the year</b>	10	<b>82,323</b>	<b>(5,436)</b>	<b>76,887</b>	<b>70,086</b>	<b>(14,626)</b>	<b>55,460</b>
Transfer between funds		5,767	(5,767)	-	(6,254)	6,254	-
<b>Net movement in funds for the year</b>		<b>88,090</b>	<b>(11,203)</b>	<b>76,887</b>	<b>63,832</b>	<b>(8,372)</b>	<b>55,460</b>
<b>Reconciliation of funds</b>							
Total funds brought forward		305,287	120,050	425,337	242,323	128,422	370,745
Share interest paid to members		(863)	-	(863)	(868)	-	(868)
<b>Total funds carried forward</b>		<b>392,514</b>	<b>108,847</b>	<b>501,361</b>	<b>305,287</b>	<b>120,050</b>	<b>425,337</b>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

**People, Place & Participation Limited**  
**Parent Charity Statement of Financial Activities**  
**for the year ended 31 March 2025**

	Note	Unrestricted funds	Restricted funds	Total funds 2025	Unrestricted funds	Restricted funds	Total funds 2024
		£	£	£	£	£	£
<b>Income from:</b>							
Donations and legacies	3	41,872	5,765	47,637	25,600	11,322	36,922
Charitable activities	4	416,838	256,195	673,033	324,856	225,305	550,161
Other trading activities	5	115,661	-	115,661	118,542	-	118,542
Investments	6	4,294	-	4,294	4,559	-	4,559
<b>Total income</b>		<b>578,665</b>	<b>261,960</b>	<b>840,625</b>	<b>473,557</b>	<b>236,627</b>	<b>710,184</b>
<b>Expenditure on:</b>							
Raising funds	7	59,913	-	59,913	58,653	-	58,653
Charitable activities	8	478,112	268,398	746,510	383,700	240,647	624,347
<b>Total expenditure</b>		<b>538,025</b>	<b>268,398</b>	<b>806,423</b>	<b>442,353</b>	<b>240,647</b>	<b>683,000</b>
<b>Net income/(expenditure) for the year</b>	10	<b>40,640</b>	<b>(6,438)</b>	<b>34,202</b>	<b>31,204</b>	<b>(4,020)</b>	<b>27,184</b>
Transfer between funds		6,015	(6,015)	-			-
<b>Net movement in funds for the year</b>		<b>46,655</b>	<b>(12,453)</b>	<b>34,202</b>	<b>31,204</b>	<b>(4,020)</b>	<b>27,184</b>
<b>Reconciliation of funds</b>							
Total funds brought forward		286,633	120,298	406,931	256,297	124,318	380,615
Share interest paid to members		(863)	-	(863)	(868)	-	(868)
<b>Total funds carried forward</b>		<b>332,425</b>	<b>107,845</b>	<b>440,270</b>	<b>286,633</b>	<b>120,298</b>	<b>406,931</b>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

**People, Place & Participation Limited**  
**Society number 7713**

**Balance sheet as at 31 March 2025 - group and parent charity**

	Note	The group		The charitable society	
		2025	2024	2025	2024
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	17	82,294	83,072	74,504	75,984
		82,294	83,072	74,504	75,984
<b>Non current assets</b>					
Intercompany loan debtor	20	-	-	40,000	40,000
<b>Current assets</b>					
Stock	19	11,346	12,807	-	-
Debtors	21	25,500	10,802	30,798	42,963
Cash at bank and in hand		585,069	485,443	449,014	390,109
		621,915	509,051	479,812	433,072
<b>Liabilities</b>					
Creditors: amounts falling due in less than one year	22	(157,398)	(119,235)	(108,596)	(94,575)
		464,517	389,817	371,216	338,497
<b>Net current assets</b>					
<b>Total assets less current liabilities</b>		546,811	472,888	485,720	454,481
<b>Net assets</b>		546,811	472,888	485,720	454,481
<b>The funds of the charity:</b>		=====	=====	=====	=====
Unrestricted funds:					
Share capital	24	45,450	47,550	45,450	47,550
Unrestricted income funds	26	392,514	305,288	332,425	286,633
Total unrestricted funds		437,964	352,838	377,875	334,183
Restricted income funds	25	108,847	120,050	107,845	120,298
<b>Total charity funds</b>		546,811	472,888	485,720	454,481
		=====	=====	=====	=====

The notes on pages 17 to 40 form part of these accounts.

Approved by the trustees and signed on their behalf by:



Hannah Ormston (Treasurer)



Adele Cross (Secretary)



Sarah Borien (Chair)

10 / 10 / 2025

Date

**People, Place & Participation Limited**  
**Group and Parent Charity Statements of Changes in Equity**  
**for the year ending 31 March 2025**

The charitable group	Share capital	Revenue account			Total	
		Note	Unrestricted £	Unrestricted £	Restricted £	
At end date 31 March 2023 and start date 1 April 2023			47,650	242,323	128,422	418,395
Surplus/ (deficit) for year		24	-	63,832	(8,372)	55,460
Shares redeemed during the year			(100)	-	-	(100)
Interest paid on member's shares			-	(868)	-	(868)
			<hr/>	<hr/>	<hr/>	<hr/>
At end date 31 March 2024 and start date 1 April 2024			47,550	305,287	120,050	472,887
Surplus/ (deficit) for year		24	-	88,090	(11,203)	76,887
Shares redeemed during the year			(2,100)	-	-	(2,100)
Interest paid on member's shares			-	(863)	-	(863)
			<hr/>	<hr/>	<hr/>	<hr/>
At end date 31 March 2025			45,450	392,514	108,847	546,811
			<hr/>	<hr/>	<hr/>	<hr/>
The charitable society	Share capital	Revenue account			Total	
		Note	Unrestricted £	Unrestricted £	Restricted £	
At end date 31 March 2023 and start date 1 April 2023			47,650	256,297	124,318	428,265
Surplus/ (deficit) for year		24	-	31,204	(4,020)	27,184
Shares redeemed during the year			(100)	(868)	-	(968)
			<hr/>	<hr/>	<hr/>	<hr/>
At end date 31 March 2024 and start date 1 April 2024			47,550	286,633	120,298	454,481
Surplus/ (deficit) for year		24	-	46,655	(12,453)	34,202
Shares redeemed during the year			(2,100)	(863)	-	(2,963)
			<hr/>	<hr/>	<hr/>	<hr/>
At end date 31 March 2025			45,450	332,425	107,845	485,720
			<hr/>	<hr/>	<hr/>	<hr/>

**People, Place & Participation Limited**

**Group Statement of Cash Flows**  
**for the year ending 31 March 2025**

	Note	2025	2024
		£	£
<b>Cash provided by/(used in) operating activities</b>	31	<b>117,584</b>	<b>119,925</b>
		_____	_____
<i>Cash flows from investing activities:</i>			
Dividends & interest		1,502	1,069
Purchase of tangible fixed assets		(16,497)	(1,836)
		_____	_____
<b>Cash provided by/(used in) investing activities</b>		<b>(14,995)</b>	<b>(767)</b>
		_____	_____
<i>Cash flows from financing activities:</i>			
Payment of interest on member's shares		(863)	(868)
Shares redeemed during the year		(2,100)	(100)
		_____	_____
<b>Cash provided by/(used in) financing activities</b>		<b>(2,963)</b>	<b>(968)</b>
		_____	_____
Increase/(decrease) in cash and cash equivalents in the year		99,626	118,190
Cash and cash equivalents at the beginning of the year		485,443	367,253
		_____	_____
<b>Cash and cash equivalents at the end of the year</b>		<b>585,069</b>	<b>485,443</b>
		=====	=====

# **People, Place & Participation Limited**

## **Notes to the accounts for the year ended 31 March 2025**

### **1 Accounting policies**

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

#### **a Basis of preparation**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Co-operative and Community Benefit Societies Act 2014.

People, Place & Participation Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The financial statements are presented in sterling which is the functional currency of the group and rounded to the nearest £ sterling.

#### **b Group accounts**

These accounts are consolidated group accounts as required by Section 98 of the Co-operative and Community Benefit Societies Act 2014.

These financial statements consolidate the results of the charitable society and its wholly-owned subsidiary Flo's Trading Limited on a line by line basis.

#### **c Judgments and estimates**

The trustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

#### **d Preparation of the accounts on a going concern basis**

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

#### **e Income**

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

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

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

# **People, Place & Participation Limited**

## **Notes to the accounts for the year ended 31 March 2025 (continued)**

### **f Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

### **g Expenditure and irrecoverable VAT**

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

- Costs of raising funds comprise the costs of commercial trading including the refill and café services undertaken by the trading subsidiary.
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.

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

### **h Operating leases**

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

### **i Tangible fixed assets**

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Leasehold improvements	4-20%
Office and other equipment	25%-33%
Café equipment	10%

### **j Stock**

Stock is included at the lower of cost or net realisable value. In general, cost is determined on a first in, first out basis. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving, and defective stocks. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

## **People, Place & Participation Limited**

### **Notes to the accounts for the year ended 31 March 2025 (continued)**

#### **k Debtors**

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

#### **l Cash at bank and in hand**

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

#### **m Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

#### **n Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

#### **o Pensions**

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 11.

## **2 Legal status of the charity**

The charity is a community benefit society registered in England and Wales and is recognised as charitable by HM Revenue and Customs. It is exempt from registering with the Charity Commission in England and Wales. In the event of the charity being wound up, the liability of members is limited to the amount already contributed as share capital. The registered office address is disclosed on page 1.

**People, Place & Participation Limited**

**Notes to the accounts for the year ended 31 March 2025 (continued)**

**3 Income from donations and legacies**

<b>The charitable group</b>	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>Total 2025</i> £	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>Total 2024</i> £
Donations	6,169	17,589	23,758	4,698	22,718	27,416
Membership subscriptions	260	-	260	280	-	280
Donation in kind	20,900	-	20,900	19,400	-	19,400
	=====	=====	=====	=====	=====	=====
<b>Total</b>	<b>27,329</b>	<b>17,589</b>	<b>44,918</b>	<b>24,378</b>	<b>22,718</b>	<b>47,096</b>
	=====	=====	=====	=====	=====	=====
<b>The charitable society</b>	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>Total 2025</i> £	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>Total 2024</i> £
Donations	20,712	5,765	26,477	5,920	11,322	17,242
Membership subscriptions	260	-	260	280	-	280
Donation in kind	20,900	-	20,900	19,400	-	19,400
	=====	=====	=====	=====	=====	=====
<b>Total</b>	<b>41,872</b>	<b>5,765</b>	<b>47,637</b>	<b>25,600</b>	<b>11,322</b>	<b>36,922</b>
	=====	=====	=====	=====	=====	=====

**People, Place & Participation Limited**

**Notes to the accounts for the year ended 31 March 2025 (continued)**

**4 Income from charitable activities**

<b>The charitable group</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total 2025</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total 2024</b>
	£	£	£	£	£	£
Nursery	412,336	-	412,336	319,225	-	319,225
Workshops	394	-	394	3,531	-	3,531
Other Income	4,108	-	4,108	2,100	4,135	6,235
Grants	4,967	269,627	274,594	-	221,170	221,170
	_____	_____	_____	_____	_____	_____
<b>Total</b>	<b>421,805</b>	<b>269,627</b>	<b>691,432</b>	<b>324,856</b>	<b>225,305</b>	<b>550,161</b>
	_____	_____	_____	_____	_____	_____
<b>The charitable society</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total 2025</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total 2024</b>
	£	£	£	£	£	£
Nursery	412,336	-	412,336	319,225	-	319,225
Workshops	394	-	394	3,531	-	3,531
Other Income	4,108	-	4,108	2,100	4,135	6,235
Grants	-	256,195	256,195	-	221,170	221,170
	_____	_____	_____	_____	_____	_____
<b>Total</b>	<b>416,838</b>	<b>256,195</b>	<b>673,033</b>	<b>324,856</b>	<b>225,305</b>	<b>550,161</b>
	_____	_____	_____	_____	_____	_____

**People, Place & Participation Limited**

**Notes to the accounts for the year ended 31 March 2025 (continued)**

**5 Income from other trading activities**

The charitable group	Unrestricted	Restricted	Total 2025	Unrestricted	Restricted	Total 2024
	£	£	£	£	£	£
Property income	32,125	-	32,125	37,977	-	37,977
Flo's Trading- Cafe sales	494,916	-	494,916	436,130	-	436,130
Flo's Trading- Refill shop sales	102,991	-	102,991	93,903	-	93,903
Flo's Trading- Other income	7,518	-	7,518	5,261	-	5,261
	=====	=====	=====	=====	=====	=====
<b>Total</b>	<b>637,550</b>	<b>-</b>	<b>637,550</b>	<b>573,271</b>	<b>-</b>	<b>573,271</b>
	=====	=====	=====	=====	=====	=====
The charitable society	Unrestricted	Restricted	Total 2025	Unrestricted	Restricted	Total 2024
	£	£	£	£	£	£
Property income	32,125	-	32,125	37,977	-	37,977
Re-charges to Flo's Trading	83,536	-	83,536	80,565	-	80,565
	=====	=====	=====	=====	=====	=====
<b>Total</b>	<b>115,661</b>	<b>-</b>	<b>115,661</b>	<b>118,542</b>	<b>-</b>	<b>118,542</b>
	=====	=====	=====	=====	=====	=====

**People, Place & Participation Limited**

**Notes to the accounts for the year ended 31 March 2025 (continued)**

**6 Investment income**

	Unrestricted	Restricted	Total 2025	Unrestricted	Restricted	Total 2024
	£	£	£	£	£	£
<b>The charitable group</b>						
Interest on bank accounts	1,502	-	1,502	1,069	-	1,069
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>The charitable society</b>	Unrestricted	Restricted	Total 2025	Unrestricted	Restricted	Total 2024
	£	£	£	£	£	£
Interest on bank accounts	1,502	-	1,502	1,069	-	1,069
Interest on Flo's Trading loan debtor	2,792	-	2,792	3,490	-	3,490
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total</b>	4,294	-	4,294	4,559	-	4,559
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

**People, Place & Participation Limited**

**Notes to the accounts for the year ended 31 March 2025 (continued)**

**7 Cost of raising funds**

<b>The charitable group</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total 2025</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total 2024</b>
	£	£	£	£	£	£
Flo's Trading- Staff costs	295,050	-	295,050	244,908	-	244,908
Flo's Trading- Direct activity costs	246,341	-	246,341	235,226	-	235,226
Flo's Trading- Overheads	15,142	-	15,142	19,841	-	19,841
Advertising, fundraising & events	220	-	220	527	-	527
Staff costs	899	-	899			
Support Costs	56,783	-	56,783	46,101	-	46,101
Governance Costs	1,511	-	1,511	1,463	-	1,463
	=====	=====	=====	=====	=====	=====
	615,946	-	615,946	548,066	-	548,066
	=====	=====	=====	=====	=====	=====
<b>The charitable society</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total 2025</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total 2024</b>
	£	£	£	£	£	£
Advertising, fundraising & events	720	-	720	527	-	527
Staff costs	899	-	899			
Support Costs	56,783	-	56,783	56,663	-	56,663
Governance Costs	1,511	-	1,511	1,463	-	1,463
	=====	=====	=====	=====	=====	=====
	59,913	-	59,913	58,653	-	58,653
	=====	=====	=====	=====	=====	=====

**People, Place & Participation Limited**

**Notes to the accounts for the year ended 31 March 2025 (continued)**

**8 Analysis of expenditure on charitable activities**

	<b>The group</b>		<b>The charitable society</b>	
	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>
	£	£	£	£
Staff Costs	398,939	285,127	398,939	285,127
Supply Staff Costs	-	375	-	375
Nursery Food	-	390	15,000	15,342
Consumables and equipment	17,208	16,001	17,208	16,001
Community Project Costs	42,608	80,095	42,713	80,095
Legal & professional	11,264	-	11,264	-
Office costs and IT	2,813	-	2,813	-
Premises	24,469	-	24,469	-
Support Costs	179,199	180,360	228,035	221,685
Governance Costs	6,069	5,722	6,069	5,722
	682,569	568,070	746,510	624,347
	<hr/>	<hr/>	<hr/>	<hr/>
Restricted	292,652	262,649	268,398	61,488
Unrestricted	389,917	305,421	478,112	421,601
	682,569	568,070	746,510	483,089
	<hr/>	<hr/>	<hr/>	<hr/>

**9 Support and governance costs**

	<b>The group</b>		<b>The charitable society</b>	
	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>
	£	£	£	£
<b>Support</b>				
Staff costs	100,522	58,481	148,426	104,029
Staff related costs	4,009	12,004	4,358	12,004
Premises	66,036	76,361	66,036	76,361
Cleaning	9,304	12,423	9,304	12,423
Depreciation	15,562	15,658	15,562	15,658
Legal & professional	3,457	20,325	3,457	20,325
Office costs and IT	27,056	22,650	27,056	24,055
Sundry costs	91	1,750	674	6,684
Board expenses	79	-	79	-
Accountancy fees	6,240	5,778	6,240	5,778
Consumables and equipment	3,626	-	3,626	-
	235,982	225,430	284,818	277,317
<b>Governance</b>				
Audit fees	5,300	5,000	5,300	5,000
Account prep fees	2,280	2,185	2,280	2,185
	7,580	7,185	7,580	7,185
	<hr/>	<hr/>	<hr/>	<hr/>
	243,562	232,615	292,398	284,502
	<hr/>	<hr/>	<hr/>	<hr/>

**People, Place & Participation Limited**

**Notes to the accounts for the year ended 31 March 2025 (continued)**

**10 Net income/(expenditure) for the year**

This is stated after charging/(crediting):	<b>The group</b>		<b>The charitable society</b>	
	2025 £	2024 £	2025 £	2024 £
Depreciation	17,275	17,128	15,561	15,658
Operating lease rentals:				
Property	17,500	17,500	17,500	17,500
Auditor's remuneration - audit fees	5,300	5,000	5,300	5,000
Account preparation fees:				
Group & parent	2,280	2,185	2,280	2,185

**11 Staff costs**

Staff costs during the year were as follows:

	<b>The group</b>		<b>The charitable society</b>	
	2025 £	2024 £	2025 £	2024 £
Wages and salaries	726,272	503,484	450,842	315,479
Social security costs	39,710	27,634	24,172	19,717
Pension costs	14,300	10,926	10,218	8,412

  

	780,282	542,044	485,232	343,608
--	---------	---------	---------	---------

No employee has employee benefits in excess of £60,000 (2024: Nil).

The average number of staff employed during the period by the group was 50 (2024: 47).

The average number of staff employed during the period by the society was 33 (2024: 31)

The key management personnel of the charity comprise the trustees and the management team. The total employee benefits of the key management personnel of the charity were £195,977 (2024: £149,811).

# People, Place & Participation Limited

## Notes to the accounts for the year ended 31 March 2025 (continued)

### 12 Trustee remuneration and expenses, and related party transactions - The charitable society

Neither the trustees nor any persons connected with them received any remuneration or reimbursed expenses during the year (2024: Nil).

Aggregate donations from related parties, excluding the trading subsidiary were £45 (2024: £30).

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

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year except as noted below.

#### Community Shareholders (see note 26)

The following related parties are community shareholders in PPP. The Board approved a 2% interest payment in the year for each shareholder based on the total value of their shareholding.

Related party	Relationship	Number of shares held	Interest paid on shares (£)
Tanja Fletcher	Key Management Personnel	500	10
Julien Cottée	Trustee	100	-

### 13 Trustee remuneration and expenses, and related party transactions-Flo's Trading Limited

Mustafa Keskin is a member of Key Management Personnel at Flo's Trading Limited. During the year, a close relative of Mustafa Keskin's was employed by Flo's Trading Limited. As part of their employment they were paid salary costs totalling £nil (2024: £2,964).

Tanja Fletcher is a member of Key Management Personnel at Flo's Trading Limited. During the year, a close relative of Tanja Fletcher's was employed by Flo's Trading Limited. As part of their employment they were paid salary costs totalling £9,576 (2024: £3,088).

## **People, Place & Participation Limited**

### **Notes to the accounts for the year ended 31 March 2025 (continued)**

#### **14 Group transactions - People, Place & Participation Limited & Flo's Trading Limited**

##### **Loan**

As at 31 March 2025 the amount owed from Flo's Trading to its parent society in respect of the loan facility was £40,000 (2024: £40,000). Total interest of £2,792 (2024: £3,490) was charged to Flo's Trading in relation to the use and availability of the aforementioned loan facility. See note 20 for further details.

##### **Service Charge**

A service charge is billed from People, Place & Participation Limited to Flo's Trading Limited to account for the subsidiaries share of the overheads incurred by the parent society. Included within the service charge are three core strands of overheads:

- Rent, utilities & maintenance;
- Core staff costs; and
- Other overheads, such as legal, governance, office costs.

Rent, utilities & maintenance and core staff costs are charged based on an allocation of the total cost based on floor space. Whilst the other costs (legal, governance, office costs) are allocated based on staffing levels.

The total service charge was £83,536 (2024: £80,565).

##### **Grants paid**

A total of £11,885 (2024: £4,934) received by the parent society and were transferred to the wholly owned subsidiary.

##### **Other transactions**

Nursery meals are provided to the users of the nursery and are prepared within Flo's Trading's kitchen and using food purchased by Flo's Trading. As such a monthly charge is billed from Flo's Trading to People, Place & Participation Limited to reflect this. £15,000 was billed to the parent society in the year (2024: £14,952)

A total of £7,318 (2024: £32,526) was owed by Flo's Trading to People, Place & Participation. The balance is made up of salary costs and service charge monies owed which were paid post-year end. As they are temporary balances, no interest is charged.

# People, Place & Participation Limited

## Notes to the accounts for the year ended 31 March 2025 (continued)

### 15 Government grants

The charity recognised a total of £210,487 (2024: £172,450) government grants in the accounts, including local council funding, NHS and The National Lottery. This was all restricted funding (see note 25 for details)

There were no unfulfilled conditions and contingencies attaching to the grants, apart from the obligation to spend them in line with the restrictions as noted in note 25.

### 16 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity. The charity's trading subsidiary Flo's Trading Limited donates available profits to the parent charity under corporate Gift Aid. A profit of £57,228 was made in the year by Flo's Trading (2024: £28,278).

### 17 Fixed assets: tangible assets

The group	Leasehold improvements	Office and other equipment	Café equipment	Total
Cost	£	£	£	£
At 1 April 2024	133,223	29,558	22,414	185,195
Additions	14,081	-	2,416	16,497
	=====	=====	=====	=====
At 31 March 2025	147,304	29,558	24,830	201,692
	=====	=====	=====	=====
<b>Depreciation</b>				
At 1 April 2024	61,438	25,002	15,683	102,123
Charge for the year	12,799	2,762	1,714	17,275
	=====	=====	=====	=====
At 31 March 2025	74,237	27,764	17,397	119,398
	=====	=====	=====	=====
<b>Net book value</b>				
At 31 March 2025	73,067	1,794	7,433	82,294
	=====	=====	=====	=====
At 31 March 2024	71,785	4,556	6,731	83,072
	=====	=====	=====	=====

**People, Place & Participation Limited**

**Notes to the accounts for the year ended 31 March 2025 (continued)**

**17 Fixed assets: tangible assets (continued)**

<b>The charitable society</b>	<b>Leasehold improvements</b>	<b>Office and other equipment</b>	<b>Café equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	
At 1 April 2024	133,223	27,413	-	160,636
Additions	14,081	-	-	14,081
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2025	147,304	27,413	-	174,717
<b>Depreciation</b>	<b><hr/></b>	<b><hr/></b>	<b><hr/></b>	<b><hr/></b>
At 1 April 2024	61,438	23,214	-	84,652
Charge for the year	12,799	2,762	-	15,561
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2025	74,237	25,976	-	100,213
<b>Net book value</b>	<b><hr/></b>	<b><hr/></b>	<b><hr/></b>	<b><hr/></b>
At 31 March 2025	73,067	1,437	-	74,504
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2024	71,785	4,199	-	75,984
	<hr/>	<hr/>	<hr/>	<hr/>

**18 Fixed asset investment: subsidiary undertaking**

On 12 January 2021 Flo's Trading Limited (company number 13128556) was incorporated as a company limited by guarantee. The charitable society is the sole member of this company, and the company is therefore wholly owned by the charitable society. The subsidiary runs the Café and Refill shop

A summary of the results of the subsidiary is shown below:

	<b>2025</b>	<b>2024</b>
<b>Profit &amp; loss account</b>	<b>£</b>	<b>£</b>
Turnover	652,185	566,760
Expenditure	(594,957)	(538,484)
	<hr/>	<hr/>
Net profit/(loss)	57,228	28,276
	<hr/>	<hr/>
<b>Balance sheet</b>		
Fixed Assets	7,791	7,087
Current Assets	149,421	108,144
Creditors due in less than a year	(56,121)	(56,827)
Creditors due in over one year	(40,000)	(40,000)
	<hr/>	<hr/>
	61,091	18,404
<b>Reserves</b>	<b><hr/></b>	<b><hr/></b>
Profit and loss account	61,091	18,404
	<hr/>	<hr/>

**People, Place & Participation Limited**

**Notes to the accounts for the year ended 31 March 2025 (continued)**

19	Stock	The group		The charitable society	
		2025 £	2024 £	2025 £	2024 £
	Café stock	3,236	3,642	-	-
	Re-fill shop stock	8,110	9,165	-	-
		11,346	12,807	-	-
		=====	=====	=====	=====

20	Debtors: owed in more than one year	The group		The charitable society	
		2025 £	2024 £	2025 £	2024 £
	Loan to subsidiary company	-	-	40,000	40,000
		=====	=====	=====	=====

On 1st March 2021 the charity made a loan to its subsidiary of £50,000. Interest is charged on the outstanding amount at 2% above the base rate of The Bank of England, and the loan and all interest must be repaid by 31 March 2028.

21	Debtors	The group		The charitable society	
		2025 £	2024 £	2025 £	2024 £
	Trade debtors	3,466	3,538	1,455	3,538
	Amounts owed by subsidiary company	-	-	7,318	32,526
	Accrued income	9,432	3,174	9,432	3,174
	Prepayments	12,352	3,495	12,352	3,495
	Other debtors	250	595	241	230
		=====	=====	=====	=====
		25,500	10,802	30,798	42,963
		=====	=====	=====	=====

22	Creditors: amounts falling due within one year	The group		The charitable society	
		2025 £	2024 £	2025 £	2024 £
	Trade creditors	21,089	34,167	19,811	28,340
	Accruals	16,655	17,989	12,534	16,178
	Deferred income	80,567	30,840	64,474	30,352
	Taxation and social security costs	33,355	28,013	6,056	11,473
	Other creditors	5,732	8,225	5,721	8,233
		=====	=====	=====	=====
		157,398	119,235	108,596	94,575
		=====	=====	=====	=====

**People, Place & Participation Limited**

**Notes to the accounts for the year ended 31 March 2025 (continued)**

**23 Deferred income**

	<b>The group</b>		<b>The charitable society</b>	
	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>
	£	£	£	£
Nursery fees received in advance	24,474	19,724	24,474	19,724
Room hire income	-	728	-	728
Gift cards	-	489	-	-
Grant Income	56,093	9,900	40,000	9,900
	—————	—————	—————	—————
	80,567	30,840	64,474	30,352
	—————	—————	—————	—————

**24 Share capital**

<b>Members shares</b>	<b>The group</b>		<b>The charitable society</b>	
	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>
	£	£	£	£
As at 1st April	47,550	47,650	47,550	47,650
Shares redeemed during the year	(2,100)	(100)	(2,100)	(100)
	—————	—————	—————	—————
	45,450	47,550	45,450	47,550
	—————	—————	—————	—————

All shares have a nominal value of £1 and cannot be transferred.

In June 2018, PPP successfully issued a community shares offer of £50,000 with a range of individual and organisational investors. There was an initial 'lock-in' period of three years during which it was not possible to withdraw shares. Members can apply to withdraw their shares by contacting the Company Secretary giving three months notice of their intention. In line with the original share offer, a maximum of 5% of the combined share capital held by the Society can be withdrawn in any year. The target interest rate is 2% per annum. However, the Board retains the right to adjust this figure or suspend interest payments if the business performance does not justify paying interest. The level of annual interest payments will be decided at the AGM.

The holders of shares have the right to attend and vote at the AGM, on a one member, one vote basis; more shares do not confer more votes.

**People, Place & Participation Limited**  
**Notes to the accounts for the year ended 31 March 2025 (continued)**

**25 Analysis of movements in restricted funds- charitable group**

<b>Name of fund</b>	<b>Description, nature and purposes of the fund</b>	<b>Balance at 1 April 2024</b>	<b>Expenditure, including interest on shares</b>			<b>Balance at 31 March 2025</b>
			<b>Income</b>	<b>£</b>	<b>Transfers</b>	
Nature Effect CIC	For the development of Naturescape	600	-	(300)	-	300
BOB Local Maternity System 2023	For the Equal Start Oxford project	23,620	-	(7,500)	-	16,120
BBC Children in Need 2022-25	Educational sessions for 0-5 yr olds	1,514	9,900	(11,414)	-	-
Full Circle 2022-23	To support intergenerational work	388	-	(388)	-	-
National Lottery Fund 2022-25	To support OX4 Food Crew	57,692	103,000	(110,228)	-	50,464
OX4 Food Crew donations	To support OX4 Food Crew	6,445	2,183	(771)	-	7,857
OCF Connected Communities Capacity Fund 2024	Family activites, community lunch, gardening group.	18,320	-	(18,320)	-	-
Tree work - City Council 23-24	to support site development	208	-	-	(208)	-
Westmill Solar Co-op 23-24	to support site development	5,000	-	-	(5,000)	-
BOB ICB Jan24-Mar25	For the Equal Start Oxford project	5,096	107,487	(100,544)	-	12,039
OUH East Timorese Focus Groups 2023	For the Equal Start Oxford project	1,016	-	(1,016)	-	-
Winter Appeal OX4 food crew	To support OX4 Food Crew	192	238	(430)	-	-
Visitor Economy grant	To support Flo's Trading	(41)	-	-	41	-
OX4 Food Crew Holiday Fundraiser 2024	To support OX4 Food Crew	-	2,844	(2,844)	-	-
Active Oxfordshire COAT 2025	to support active travel	-	2,620	-	-	2,620
Active Oxfordshire COAT 2025	to support active travel	-	2,633	(398)	-	2,235
Active Oxfordshire COAT 2024	to support active travel	-	7,960	(7,960)	-	-
Active Oxfordshire COAT 2024	to support active travel	-	2,580	(1,980)	(600)	-
Equal Start Oxford donations	For the Early Start Oxford project	-	500	-	-	500
Oxfordshire Community Foundation	To support community volunteering	-	18,815	(3,924)	-	14,891
University of Oxford Small Grants	To support community engagement with	-	1,200	(381)	-	819
Pay as you feel donations	To support OX4 Food Crew	-	12,947	(12,947)	-	-
Me and you scheme	Provision of community free food	-	1,002	-	-	1,002
Step change 2024	To support to the development of Flo's trading	-	11,307	(11,307)	-	-
<b>Total</b>		<b>120,050</b>	<b>287,216</b>	<b>(292,652)</b>	<b>(5,767)</b>	<b>108,847</b>

**People, Place & Participation Limited**  
**Notes to the accounts for the year ended 31 March 2025 (continued)**

**25 Analysis of movements in restricted funds - charitable group (continued)**

<i>Comparative period</i> <b>Name of fund</b>	<i>Description, nature and purposes of the fund</i>	<i>Balance at 1 April 2023</i>	Expenditure, including interest			<i>Balance at 31 March 2024</i>
			<i>Income</i>	<i>on shares</i>	<i>Transfers</i>	
ARG Build Back Better 2022	To support development of diversity led	4,444	-	(4,444)	-	-
Stanton Ballard Charitable Trust 2021	To support OX4 Food Crew	129	-	-	-	129
Nature Effect CIC	To develop the Naturescape project	1,666	-	(1,066)	-	600
BOB Local Maternity System 2023	For the Equal Start Oxford project	36,813	15,000	(28,193)	-	23,620
BBC Children in Need 2022-25	Educational sessions for 0-5 yr olds	710	9,900	(9,096)	-	1,514
Community Fund Thames Valley Police 2023	To improve community safety	2,000	-	(2,000)	-	-
Connected Communities OCVA 2023	To support the development of a	4,541	-	(4,541)	-	-
Full Circle 2022-23	To support intergenerational work	3,033	-	(2,645)	-	388
HEE - co-production with OCA 2022	For the Early Lives, Early Start project	1,362	-	(1,362)	-	-
National Lottery Fund 2022-25	To support OX4 Food Crew	48,798	105,000	(96,106)	-	57,692
OCF Connected Communities Capacity Fund 2023	Family activites, community lunch, gardening group.	9,352	-	(9,352)	-	-
OX4 Food Crew donations	To support OX4 Food Crew	11,262	2,481	(7,427)	-	6,316
Solar Panel Appeal 2022	To install Solar Panels at Flo's	-	50	(50)	-	-
OCF Connected Communities Capacity Fund 2024	Family activites, community lunch, gardening group.	-	18,320	-	-	18,320
Tree work - City Council 23-24	to support site development	-	1,208	(1,000)	-	208
Westmill Solar Co-op 23-24	to support site development	-	5,000	-	-	5,000
Co-op Community Support Nov23	to support volunteering	-	500	(500)	-	-
BOB ICB Sep-Dec23	For the Equal Start Oxford project	-	25,000	(25,000)	-	-
BOB ICB Jan24-Mar25	For the Equal Start Oxford project	-	26,450	(21,354)	-	5,096
ARC NIHR Research 23-24	For the Equal Start Oxford project	-	5,000	(5,000)	-	-
East Oxford PCN Equal lives equal start 23-24	For the Equal Start Oxford project	-	10,000	(10,000)	-	-
OUH East Timorese Focus Groups 2023	For the Equal Start Oxford project	-	3,000	(1,984)	-	1,016
Winter Appeal OX4 food crew	To support OX4 Food Crew	-	9,718	(9,526)	-	192
PAYF Donations	To support OX4 Food Crew	-	11,396	(17,650)	6,254	-
Visitor Economy grant	To support Flo's Trading	4,311	-	(4,352)	-	(41)
<i>Total</i>		<b>128,422</b>	<b>248,023</b>	<b>(262,649)</b>	<b>6,254</b>	<b>120,050</b>

**People, Place & Participation Limited**  
**Notes to the accounts for the year ended 31 March 2025 (continued)**

**26 Analysis of movement in unrestricted funds - charitable group**

<b>Name of fund</b>	<b>Description, nature and purposes of the fund</b>	<b>Balance at 1 April 2024</b>				<b>As at 31 March 2025</b>
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	
General fund		206,052	1,088,186	(997,726)	61,003	357,515
Total general fund		206,052	1,088,186	(997,726)	61,003	357,515
Designated fixed assets reserve	To recognise the fact that the fixed assets are not immediately available for operating expenses	81,236	-	-	(81,236)	-
Energy efficiency improvements on site	For the installation of new LED lighting	9,000	-	(9,000)	-	-
Establishing new Forest School Nursery	For additional SEN support and salary costs	9,000	-	-	(9,000)	-
New website development	Funds to improve the website	-	-	-	10,000	10,000
Increasing staff desk space	Funds for a 'cabin' office or similar	-	-	-	15,000	15,000
Pavillion site redevelopment	To redevelop the Pavilion building including scoping costs	-	-	-	10,000	10,000
Total designated funds		99,236	-	(9,000)	(55,236)	35,000
Total unrestricted funds		305,288	1,088,186	(1,006,726)	5,767	392,514

**People, Place & Participation Limited**

**Notes to the accounts for the year ended 31 March 2025 (continued)**

**26 Analysis of movement in unrestricted funds - charitable group (continued) - comparative period**

<b>Name of fund</b>	<b>Description, nature and purposes of the fund</b>	<b>Balance at 1 April 2023</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>As at 31 March 2024</b>
<i>General fund</i>		104,259	923,574	(823,850)	2,069	206,052
<i>Total general fund</i>		104,259	923,574	(823,850)	2,069	206,052
<b><i>Designated funds</i></b>						
<i>Designated fixed assets reserve</i>	<i>To recognise the fact that the fixed assets are not immediately available for operating expenses</i>	98,364		(17,128)		81,236
<i>Community - funds to support community projects in 2022-23</i>	<i>To fund communities work in 2022-23</i>	6,000	-	(6,000)	-	-
<i>Management Support</i>	<i>Management support during transition to new Director</i>	7,200	-	(4,800)	(2,400)	-
<i>Energy efficiency improvements on site</i>	<i>For the installation of new LED lighting</i>	9,000	-	-	-	9,000
<i>Establishing new Forest School Nursery</i>	<i>For additional SEN support and salary costs</i>	11,500	-	(2,577)	77	9,000
<i>Fundraising and income generation</i>	<i>Additional fundraising capacity for approximately 1 day a week for 12 months</i>	6,000		-	(6,000)	-
<i>Total designated funds</i>		138,064	-	(30,505)	(8,323)	99,236
<i>Total unrestricted funds</i>		242,323	923,574	(854,355)	(6,254)	305,288

**People, Place & Participation Limited**

**Notes to the accounts for the year ended 31 March 2025 (continued)**

**27 Analysis of movement in unrestricted funds - charitable parent society**

<b>Name of fund</b>	<b>Description, nature and purposes of the fund</b>	Balance at 1				<b>As at 31 March 2025</b>
		<b>April 2024</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>General fund</b>		194,119	578,665	(529,888)	54,529	297,425
Total general fund		<b>194,119</b>	<b>578,665</b>	<b>(529,888)</b>	<b>54,529</b>	<b>297,425</b>
Designated fixed assets reserve	To sustain the work of the partnership	74,514	-	-	(74,514)	-
Energy efficiency improvements on site	For the installation of new LED lighting	9,000	-	(9,000)	-	-
Establishing new Forest School Nursery	For additional SEN support and salary costs	9,000	-	-	(9,000)	-
New website development	Funds to improve the website	-	-	-	10,000	10,000
Increasing staff desk space	Funds for a 'cabin' office or similar	-	-	-	15,000	15,000
Pavillion site redevelopment	To redevelop the Pavilion building including scoping costs	-	-	-	10,000	10,000
Total designated funds		<b>92,514</b>	<b>-</b>	<b>(9,000)</b>	<b>(48,514)</b>	<b>35,000</b>
Total unrestricted funds		<b>286,633</b>	<b>578,665</b>	<b>(538,888)</b>	<b>6,015</b>	<b>332,425</b>

**People, Place & Participation Limited**  
**Notes to the accounts for the year ended 31 March 2025 (continued)**

**27 Analysis of movement in unrestricted funds - charitable parent society (continued) - comparative period**

<b>Name of fund</b>	<b>Description, nature and purposes of the fund</b>	<b>Balance at 1 April 2023</b>				<b>As at 31 March 2024</b>
		<b>£</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Transfers £</b>	
General fund		124,955	473,557	(412,716)	8,323	194,119
<i>Total general fund</i>		<b>124,955</b>	<b>473,557</b>	<b>(412,716)</b>	<b>8,323</b>	<b>194,119</b>
Designated fixed assets reserve	<i>to sustain the work of the partnership</i>	91,642	-	(17,128)	-	74,514
Loan for Flo's Trading Limited		6,000	-	(6,000)	-	-
Nursery - Special Educational Needs (SEN) support staffing	<i>to implement action plan for sustainability of services with Bioregional</i>	7,200	-	(4,800)	(2,400)	-
Centre - Governance Review costs 2022-23	<i>cafe transition and additional consultancy needed</i>	9,000	-	-	-	9,000
Solar Panels, and Emergency Lighting installations	<i>Working capital requirements- Flo's Trading.</i>	11,500	-	(2,577)	77	9,000
Community - funds to support community projects in 2022-23	<i>To recognise the fact that the fixed assets are not immediately available for operating expenses</i>	6,000	-	-	(6,000)	-
<i>Total designated funds</i>		<b>131,342</b>	<b>-</b>	<b>(30,505)</b>	<b>(8,323)</b>	<b>92,514</b>
<i>Total unrestricted funds</i>		<b>256,297</b>	<b>473,557</b>	<b>(443,221)</b>	<b>-</b>	<b>286,633</b>

People, Place & Participation Limited

Notes to the accounts for the year ended 31 March 2025 (continued)

28 Analysis of net assets between funds - group

	General fund £	Designated funds £	Restricted funds £	Total 2025 £
Tangible fixed assets	82,294	-	-	82,294
Net current assets/(liabilities)	320,670	35,000	108,847	464,517
<b>Total</b>	<b>402,964</b>	<b>34,999</b>	<b>108,847</b>	<b>546,811</b>
<b>Comparative period</b>	<b>General fund £</b>	<b>Designated funds £</b>	<b>Restricted funds £</b>	<b>Total 2024 £</b>
<i>Tangible fixed assets</i>	<i>83,072</i>	<i>-</i>	<i>-</i>	<i>83,072</i>
<i>Net current assets/(liabilities)</i>	<i>170,531</i>	<i>99,236</i>	<i>120,050</i>	<i>389,817</i>
<b>Total</b>	<b>253,603</b>	<b>99,236</b>	<b>120,050</b>	<b>472,889</b>

29 Analysis of net assets between funds - charitable society

	General fund £	Designated funds £	Restricted funds £	Total 2025 £
Tangible fixed assets	74,504	-	-	74,504
Loan debtor- Flo's Trading	40,000	-	-	40,000
Net current assets/(liabilities)	228,371	35,000	107,844	371,216
<b>Total</b>	<b>342,875</b>	<b>35,000</b>	<b>107,844</b>	<b>485,720</b>
<b>Comparative period</b>	<b>General fund £</b>	<b>Designated funds £</b>	<b>Restricted funds £</b>	<b>Total 2024 £</b>
<i>Tangible fixed assets</i>	<i>75,984</i>	<i>-</i>	<i>-</i>	<i>75,984</i>
<i>Loan debtor- Flo's Trading</i>	<i>40,000</i>	<i>-</i>	<i>-</i>	<i>40,000</i>
<i>Net current assets/(liabilities)</i>	<i>125,892</i>	<i>92,514</i>	<i>120,091</i>	<i>338,497</i>
<b>Total</b>	<b>241,876</b>	<b>92,514</b>	<b>120,091</b>	<b>454,481</b>

# People, Place & Participation Limited

## Notes to the accounts for the year ended 31 March 2025 (continued)

### 30 Operating lease commitments

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

	The group		The charitable society	
	2025 £	2024 £	2025	2024
<b>Property lease:</b>				
Less than one year	17,500	17,500	17,500	17,500
One to five years	87,500	87,500	87,500	87,500
Over five years	214,375	231,875	214,375	231,875
	319,375	336,875	319,375	336,875
	=====	=====	=====	=====

Lease commitments relate to lease held by the charitable society from The Oxfordshire County Council in respect of the Flo's Children Centre. The charitable society have been granted a 25- year initial lease from Oxfordshire County Council ending on 21 June 2043 at an annual rent of £17,500.

### 31 Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
<b>Net income/(expenditure) for the year</b>	76,887	55,460
<b>Adjustments for:</b>		
Depreciation charge	17,275	24,350
Dividends, interest and rents from investments	(1,502)	(1,069)
Decrease/(increase) in stock	1,461	(1,313)
Decrease/(increase) in debtors	(14,700)	(37,571)
Increase/(decrease) in creditors	38,163	30,002
	=====	=====
<b>Net cash provided by/(used in) operating activities</b>	117,584	69,859
	=====	=====