

**Positive Futures: Achieving Dreams.  
Transforming Lives.**

**Annual report and consolidated financial statements for  
the year ended 31 March 2025**

**Registered No: NI 029849**

**Annual Report**

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## **Trustees and advisers**

### **Trustees**

John Alexander  
Mary Bryce  
Stephen Cross  
Gareth Hetherington (from 9 April 2024)  
Mairead Mitchell  
Amanda Slevin (from 9 April 2024)  
Laurence Taggart  
Austin Treacy  
Peter Woodhead  
Carol Workman

### **Directors Team**

Chief Executive	Agnes Lunny
Executive Director	Paul Roberts
Finance Director	John Carew (until 30 April 2025)
	Ian Todd (from 27 June 2025)
HR Director	Christopher Perry
Operations Director (NI)	Siobhan O'Donnell (from 19 March 2024 – 26 July 2024)
	Donna Johnston (from 4 November 2024)
Operations Director (IRL)	Kerry Mallon
Corporate Services Director	Joanne Corcoran (until 31 May 2025)

### **Secretary**

Dawn Morrow

### **Auditors**

Sumer Auditco NI Limited  
Chartered Accountants and Statutory Auditors  
Glendinning House  
6 Murray Street  
Belfast  
BT1 6DN

### **Solicitors**

Worthington Solicitors  
2 Court Street  
Newtownards  
BT23 7NX

Edwards & Company Solicitors  
28 Hill Street  
Belfast  
BT1 2LA

### **Bankers**

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

# **Positive Futures: Achieving Dreams. Transforming Lives.**

*Annual report for the year ended 31 March 2025*

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## **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 2025. The Trustees' Report also incorporates the requirements of a Strategic Report as required by legislation.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

Positive Futures (NI) 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 and Articles 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 4.

The charity is managed by a Directors' 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 Committee Meetings.

The Board is comprised of a Chair, Vice-Chair and Trustees with skills in HR, Education, Learning Disability Services, Building Surveying, Law, Finance, Justice, the Environment, Economics and lived experience. At the time of writing there are 10 Board members. Members of the Directors' Team and the Board of Trustees are listed on page 3.

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.

The principal decisions taken by the company during the financial year are considered carefully by Trustees with regards to the need to foster business relationships with suppliers, customers and other stakeholders, including the people we support, our funders and the wider community.

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.

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.

The Code of Good Governance (NI) and Charities Governance Code (IRL) set out the principles and key elements of good governance for the Boards to follow.

In 2024, Positive Futures launched our Positive Plan (i.e. our Corporate Plan) 2024-28.

### **Subsidiaries**

Positive Futures (NI) is the ultimate controlling party of three subsidiary companies: Positive People (NI) C.I.C., Positive Futures: Achieving Dreams. Transforming Lives. CLG (Positive Futures (IRL)), and National Association of Housing for Visually Impaired Company CLG (NAHVI). Positive Futures (IRL) is the immediate controlling party of NAHVI.

An application to strike off and dissolve Positive People (NI) C.I.C. was submitted to Companies House in February 2024 and we received confirmation that Positive People was dissolved on 14 May 2024. The details of these subsidiaries are provided in note 12 in the accounts.

## **TRUSTEES' REPORT (continued)**

The Trustees of Positive Futures (NI) 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 pages 3 to 4.

#### **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' 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 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 2025. 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.

### **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 autism 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 autism; 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 autism to lead full and valued lives in their own communities.

Social investment does not form a material part of the Group's charitable and investment activities.

#### **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 wellbeing and family-life by providing person-centred support services to reduce stress and negative impacts for families and individuals.

## TRUSTEES' REPORT (continued)

- The promotion and improvement of individual wellbeing 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 wellbeing, family life and feelings of community inclusion.
- 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?

#### Positive Futures, Northern Ireland (NI)

In 2024-25, Positive Futures (NI) provided the following services:

- **Adult services** – supported living and peripatetic housing support, residential short breaks, shared lives services, day opportunities and services for people who are deaf and who have a learning disability.
- **Children and young people's services** – children and family support services, including the Autism Outreach Service.

During the reporting period, Positive Futures (NI) provided direct support to 351 people (this figure includes time-bound support delivered by our Autism Outreach Service, Lakeland Family Support Service and Arches Family Support Service). During the reporting period, the number of people supported through our supported living services and peripatetic services was 113 (during the year, 4 people we support sadly died). These are long term support arrangements which, in the main, support people with complex needs and require significant staffing levels.

In addition to the 351 people directly supported throughout 2024-25, the families and carers of these individuals also benefitted indirectly from the support provided.

#### Positive Futures, Ireland (IRL) and National Association of Housing for Visually Impaired (NAHVI)

In 2024-25, Positive Futures (IRL) and NAHVI provided the following services:

- **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.

During the reporting period, Positive Futures (IRL) and NAHVI provided direct support to 121 people. During the year, there was some fluctuation in the number of people supported by our Mo Shaol (HomeShare) service. 31 people were supported through our supported living services. These are long term support arrangements which, in the main, support people with complex needs and require significant staffing levels.

In addition to the 121 people directly supported, the families and carers of these individuals also significantly benefitted from the support provided.

### Ensuring our work delivers our aims

Positive Futures has a Group governance framework which sets out the values, culture, and systems through which Positive Futures (NI) and its subsidiaries are answerable to, and engage with, the people we support, funders, the public and other stakeholders.

To direct and guide the organisation's objectives and activities, Positive Futures (NI) and its subsidiaries have an over-arching Corporate Plan, from which annual business plans are developed. The Corporate Plan outlines the long-term strategic aims for the organisation and the annual business plan links our operational activities to our Corporate Plan. The annual business plan includes objectives specific to the work of each company within the Group.

## TRUSTEES' REPORT (continued)

We review our 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 outcomes for 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.

### Our Corporate Aims

Our Positive Plan 2024-28 outlines that we want to provide even better support to even more people across the island of Ireland. To do this, we will continue to:

- Provide excellent support to help people to live the life they want
- Get and keep the best staff;
- Build strong and resilient staff teams;
- Be the provider of choice;
- Grow and diversify our services;
- Improve our internal systems to help us work smarter;
- Build on our positive reputation and extend our influence;
- Continue to innovate and build on our 'can do' approach; and
- Ensure our continued financial sustainability.

Our four Corporate Aims and Corporate Objectives in our Positive Future 2024-28 are summarised in Figure 1.

Figure 1: Our Plan on a Page – Our Corporate Aims and Objectives

Corporate Aims	Our Corporate objectives
Provide even better support	<ol style="list-style-type: none"> <li>1. Implement a new person centred (PC) framework.</li> <li>2. Enhance our PBS through the development of new research partnerships and accreditation to position ourselves as a market leader and to generate a PBS income stream.</li> </ol>
Ensure we get, keep and develop the best staff	<ol style="list-style-type: none"> <li>3. Deliver our Employer of Choice Strategy to improve how we find, keep, develop, recognise and reward staff.</li> </ol>
Improve, innovate, influence and grow	<ol style="list-style-type: none"> <li>4. Implement a new system to support Operations, integrated with HR &amp; Payroll and introduce a dashboard-based reporting system for managers on key organisational metrics.</li> <li>5. Deliver a PR, Marketing and Communications strategy to increase awareness of Positive Futures.</li> <li>6. Streamline and further strengthen governance.</li> <li>7. Deliver a Positive Green Strategy to achieve measurable positive impacts for our stakeholders, our organisation and our planet.</li> </ol>
Maintain and enhance funding levels to deliver even better and even more support	<ol style="list-style-type: none"> <li>8. Increase our financial viability, maximising income and implementing plans for long term and sustainable growth.</li> </ol>

Each of our corporate aims is supported by a set of targeted objectives that translate our strategic vision into focused, actionable priorities.

### Corporate Aim 1: Provide even better support

1. By March 2028, we will have implemented a new Person Centred (PC) Framework including outcome reporting for 100% of people we support.

## TRUSTEES' REPORT (continued)

2. By March 2028, we will have enhanced our Positive Behaviour Support (PBS) through the development of new research partnerships and accreditation of PBS training programmes in order to improve people's lives, to position ourselves as market leader within the field and to generate a PBS income stream.

### Corporate Aim 2: Ensure we get, keep and develop the best staff

3. By March 2028, we will have improved how we find, keep, develop, recognise and reward staff through delivery of an Employer of Choice Strategy.

### Corporate Aim 3: Improve, innovate, influence and grow

4. By March 2028, we will have implemented a new system to support the delivery of operations, integrated with HR & Payroll and introduced a dashboard based reporting system for managers on key organisational metrics.
5. By March 2028, we will have increased awareness of Positive Futures through delivery of a PR, Marketing and Communications strategy.
6. By March 2028, we will have streamlined our governance structure and arrangements across all 3 Boards and delivered our 2024-28 Corporate Plan, achieving minimum 90% of planned success measures across all corporate objectives.
7. By March 2028, we will have achieved positive and sustainable changes for our stakeholders, our organisation and our planet through delivery of our Positive Green Strategy, including achieving annual carbon reduction targets.

### Corporate Aim 4: Maintain and enhance funding levels to deliver even better and even more support

8. By March 2028, we will have increased our financial viability in both NI and IRL, maximising income and implementing plans for long term and sustainable growth so we can provide even better support to even more people.

## ACHIEVEMENTS AND PERFORMANCE

We made meaningful progress this year towards achieving our objectives for year one of the Corporate Plan. Progress is detailed below:

### Objective 1: Person Centred Framework

A key milestone was the appointment of a Person Centred Lead, who will champion person centred practices across the Group. The individual is due to commence their role in 2025.

Significant progress was made in implementing the Outcomes Star – a digital tool designed to help individuals identify personal goals and track progress toward achieving them. This year, we met our target for every person supported by Positive Futures IRL and NAHVI to complete a baseline Outcomes Star, while 89% of the people we support in NI had baseline stars by the end of the year. The remainder will be in place early in the next financial year.

An annual progress report was presented to Trustees in December 2024, outlining achievements to date. Future reporting arrangements were agreed and will be led by the Person Centred Lead.

### Objective 2: Positive Behaviour Support (PBS)

A focus for this year was to ensure a full PBS team was in place. As of 31 March 2025, one Senior PBS Specialist role remained unfilled. Recruitment efforts are ongoing to appoint to this key role.

Substantial work was completed to align every individual's Person Centred Portfolio and Positive Behaviour Support Plan with the Crisis Prevention Institute framework.

## **TRUSTEES' REPORT (continued)**

The CPI Foundation Safety Intervention training was successfully delivered to staff in all services. In addition, CPI compliance metrics have been included in monthly Learning & Development reports to ensure alignment with mandatory training requirements.

### **Objective 3: Finding and Keeping Staff**

Strong progress was made this year across key workforce and organisational development priorities:

- A comprehensive benchmarking exercise was completed, covering both Head Office and frontline roles. This will provide a solid foundation for future workforce planning and reward strategies.
- The Employer of Choice Working Group was successfully established, comprising senior managers and Trustees. The group will champion initiatives to enhance organisational culture and staff experience.
- A training needs analysis was completed for every department, enabling targeted learning and development planning across the organisation.
- Progress with developing values-based recruitment arrangements was delayed, with implementation of all initiatives, such as a bank of interview questions and revised interview format, to be progressed in the next financial year.
- The success criterion of 95% completion of Person Centred Supervision (PCS) meetings could not be formally assessed due to the absence of central summary data. This will be reviewed as part of future reporting improvements.
- Vacancies reduced to 12% (target was < 13% by March 2025) for established NI services (delivering support for over 6 months) and initiatives were identified to further reduce vacancies.

### **Objective 4: Systems**

One key success criterion for this year was to ensure all staff have access to IT skills training on core system functionality. Progress towards this has been steady, with IT clinics being conducted for some staff, and system user guides being circulated to all staff to support their understanding of core systems. LinkedIn Learning has been purchased and is scheduled for roll out by end of 2025. This platform will provide comprehensive training on Microsoft products and other relevant IT skills.

The second goal for this year was to deliver additional management training to 90% of managers to enhance the implementation of our risk and quality processes. We exceeded our initial target, with all managers receiving training on our risk management system. Feedback was also sought from managers on our current risk management arrangements which will inform our planned update to our policy and procedure in the next financial year.

### **Objective 5: PR, Marketing and Communications**

There was limited progress against this objective as recruitment to the Head of PR, Marketing and Communications was delayed and did not take place during the year. In addition, implementation of a Customer Relationship Management system was put on hold and will proceed once the new postholder is in place.

### **Objective 6: Governance**

A draft Vision statement was developed, and the Group's Mission and Values were updated. These will be presented to the Board of Trustees in 2025 for formal approval prior to issue.

Progress was made to align the Boards of Positive Futures IRL and NAHVI, which includes the transfer of NAHVI's care and support function to Positive Futures IRL in September 2025. NAHVI's sole focus is now that of an Approved Housing Body.

The governance structure for the NAHVI Approved Housing Body was reviewed. An action plan was put in place and steady progress was made to ensure full compliance with the Approved Housing Bodies Regulatory Authority's (AHBRA's) standards, including the introduction of a set of housing-related policies. In November 2024 NAHVI successfully achieved registration with AHBRA.

## **TRUSTEES' REPORT (continued)**

Finally, the focus of our efforts under this objective was to agree a revised organisational management restructure, with changes to existing staff reporting arrangements commencing in March 2025. Work has also begun to prepare to recruit to several new strategic roles, including the Person Centred Lead, Head of Digital and Analytics, and Head of PR, Marketing and Communications as previously referenced. These appointments are critical to ensuring the organisation is adequately resourced to deliver on our corporate objectives.

### **Objective 7: Positive Green Strategy**

Climate awareness training and capacity building for identified staff was successfully piloted in partnership with Keep Northern Ireland Beautiful (KNIB). In parallel, accessible awareness-raising resources and workshops were co-developed and piloted by KNIB with some of the people we support.

The first annual review of the Position Statement on climate change was completed, reaffirming our commitment to environmental responsibility.

The 2024-25 Energy Savings Opportunity Scheme (ESOS) action plan was largely implemented, with all planned actions completed except for the installation of solar panels at two premises owned by the NI company. This work is expected to be completed by the end of 2026.

We did not deliver a Positive Green Workshop for Directors and Trustees as planned, but this is being organised for autumn 2025. Following this, a dedicated Positive Green Team will be formally established to oversee the delivery of the organisation's "Positive Green" strategy.

### **Objective 8: Financial Viability and Sustainable Growth**

We made good progress this year in relation to contract reviews, costing, and financial reporting. All existing contracts were assessed to identify any contract which doesn't meet our threshold of "breakeven or better".

New contracts are now costed using an updated template to ensure full cost recovery. The costing process has been streamlined to support faster turnaround times for operational requests, with a tracker being implemented to support oversight of this.

Growth and housing strategies for the organisations within the Group will be developed and progressed in the second year of the Corporate Plan.

## **FINANCIAL REVIEW**

Positive Futures (NI) 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 services also receive funding from the Northern Ireland Housing Executive Supporting People Programme. In addition, we receive income from grants, foundations, charitable trusts, individuals and community fundraising activities to fund specific projects.

The subsidiary companies in Ireland receive funding from the HSE for the provision of supported living, community support, day opportunities, residential and HomeShare services.

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 £22,966,381 (2024: £20,746,728). The growth has come from all 3 organisations in the Group.

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 in supported living services and income has also increased by £1,278,025 to £16,420,802 (2024: £15,142,777).

## **TRUSTEES' REPORT (continued)**

As is the case for all social care providers in Northern Ireland, we continue to face significant challenges in the recruitment and retention of skilled staff required for the delivery of high-quality services. This resulted in continued spending on agency workers of £790,075 (2024: £1,459,487).

Following changes in the values of our investments, we recorded a loss of £2,816 (2024: gain of £41,773). Investments are reflected on the Balance Sheet at market value at 31 March 2025. The charity holds investments for income and for long term gains.

The Trustees report a surplus across the Group of £451,397 (2024: deficit of £310,440).

The total Group funds at 31 March 2025 were £8,657,889 (2024: £8,206,492). The total funds held for restricted purposes is £3,332,081 and, of the unrestricted funds, the Trustees have designated £2,410,748. Details of this are shown in note 17.

The Trustees are confident that despite the continuing challenging environment, 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.

### **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;
- 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.
- 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.

### **Key risks and uncertainties**

Positive Futures' approach to risk management is guided by the Code of Good Governance (NI), the Governance Code (IRL) and other professional best practice and takes full cognisance of the context and environment in which we operate. Our approach is not designed to eliminate all risk, rather to balance control, cost of control and appropriate risk taking. We have a risk management policy and procedure which clearly defines roles and responsibilities and details procedures for risk identification, monitoring, reporting and escalation of issues.

During the reporting period, the Corporate Risk Register was managed by the Corporate Services Director and owned by all Directors. The Corporate Risk Register is reviewed at each of the meeting of the Board of Trustees (in both Northern Ireland and Ireland). Workforce and funding pressures remain as two key risks throughout the year. Mitigation measures are in place across all identified risks, including strengthened oversight, targeted action plans, and ongoing engagement with stakeholders to ensure transparency and responsiveness. All other risks, including all risks associated with NAHVI, were being managed at a departmental or service level.

## **TRUSTEES' REPORT (continued)**

### **Employee involvement and equal opportunities**

Since its inception, Positive Futures has had an Equal Opportunities Policy in place which is reviewed and updated as necessary. This Policy outlines our commitment to the promotion of equality of opportunity in all aspects of employment and volunteering. Equality is a core value of our organisation and underpins everything we do. We oppose all forms of unlawful and unfair discrimination. All job applicants, staff and others who work for us are treated fairly and are not discriminated against on any grounds (e.g. in relation to gender, marital status, having dependents, religion, political opinion, race, disability, sexual orientation or age).

In 2006, Positive Futures (NI) established a Joint Consultative Committee (JCC), comprising representatives from all our service locations. In broad terms, this forum has two main purposes. First, to provide a platform where staff representatives from across the organisation can meet directly with senior managers in order to contribute to the organisation's development and decision-making. Second, to serve as a health and safety committee.

In 2019, a JCC was established in Positive Futures (IRL) and, in April 2023, an Employee Engagement Forum was established in NAHVI. The Employee Engagement Forum covers the same broad areas as the JCC, however, given the size of NAHVI, it includes all staff as opposed to having a named representative from the service. Each of these consultative forums has proven very useful, both for staff and managers, in ensuring that staff voices are heard and that their involvement in the decision making of the organisation is meaningful.

### **PLANS FOR FUTURE PERIODS**

Our Positive Plan 2024-28 sets out the Group's eight strategic corporate objectives that will guide our work over this period. We have approved a focused set of activities for year two, designed to build on progress to date and advance our priorities.

As detailed above, the transfer of NAHVI's care and support function to Positive Futures completed in September 2025. This included the transfer of NAHVI staff and associated HSE Service Arrangements and income relating to the provision of support services. NAHVI will now operate solely as an Approved Housing Body, with its activities fully aligned to the provision of housing.

### **Auditors**

In July 2024, our previous external auditors, ASM (B) Ltd, transferred all their external audit contracts to Sumer Auditco NI Limited. The Board has agreed to the novation of the external audit contract to Sumer Auditco NI Limited.

A resolution to re-appoint the auditors, Sumer Auditco NI Ltd, will be submitted at the Annual General Meeting.

The Trustees' Report and the Strategic Report contained therein were approved by the Board of Trustees on 30 September 2025.



**John Alexander**  
**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 2025 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 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 2025 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.

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

### **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.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

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

### **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

**Sumer Auditco NI Limited**

Chartered Accountants & Statutory Auditors

Glendinning House

6 Murray Street

Belfast

BT1 6DN

**30 September 2025**

Sumer Auditco NI Limited 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 £	2025 £	2024 £
<b>Income and endowments from:</b>					
Investments	3	-	73,306	<b>73,306</b>	48,911
Charitable activities	5	9,570,667	13,322,408	<b>22,893,075</b>	20,683,097
Other Income	4	-	-	-	14,720
<b>Total income and endowments</b>		<u>9,570,667</u>	<u>13,395,714</u>	<u><b>22,966,381</b></u>	<u>20,746,728</u>
<b>Expenditure on:</b>					
Charitable activities	6	<u>(9,884,523)</u>	<u>(12,544,998)</u>	<u><b>(22,429,521)</b></u>	<u>(20,993,778)</u>
<b>Total expenditure</b>		<u>(9,884,523)</u>	<u>(12,544,998)</u>	<u><b>(22,429,521)</b></u>	<u>(20,993,778)</u>
Net gains/(losses) on investments	12	-	(2,816)	<b>(2,816)</b>	41,773
<b>Net income/(expenditure)</b>		<u>(313,856)</u>	<u>847,900</u>	<u><b>534,044</b></u>	<u>(205,277)</u>
<b>Other recognised gains/(losses)</b>					
Unrealised foreign exchange gain/(loss)		(71,385)	(11,262)	<b>(82,647)</b>	(105,123)
<b>Transfers</b>					
Transfers between funds	16	472,572	(472,572)	-	-
<b>Net movement in funds</b>		<u>87,331</u>	<u>364,066</u>	<u><b>451,397</b></u>	<u>(310,400)</u>
<b>Reconciliation of funds:</b>					
Total funds brought forward	16	<u>3,244,750</u>	<u>4,961,742</u>	<u><b>8,206,492</b></u>	<u>8,516,892</u>
<b>Total funds carried forward</b>	16	<u>3,332,081</u>	<u>5,325,808</u>	<u><b>8,657,889</b></u>	<u><u>8,206,492</u></u>

All amounts above relate to continuing operations of the Group.

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

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

	Notes	Restricted	Unrestricted	2025	2024
		£	£	£	£
<b>Income and endowments from:</b>					
Investments	3	-	73,306	<b>73,306</b>	48,911
Charitable activities	5	2,292,722	14,054,774	<b>16,347,496</b>	15,093,828
Other Income	4	-	-	-	38
<b>Total income and endowments</b>		<u>2,292,722</u>	<u>14,128,080</u>	<u><b>16,420,802</b></u>	<u>15,142,777</u>
<b>Expenditure on:</b>					
Charitable activities	6	<u>(2,759,885)</u>	<u>(13,297,852)</u>	<u><b>(16,057,737)</b></u>	<u>(15,233,668)</u>
<b>Total expenditure</b>		<u>(2,759,885)</u>	<u>(13,297,852)</u>	<u><b>(16,057,737)</b></u>	<u>(15,233,668)</u>
Net gains/(losses) on investments	12	-	(2,816)	<b>(2,816)</b>	41,773
<b>Net income/(expenditure)</b>		(467,163)	827,412	<b>360,249</b>	(49,118)
<b>Other recognised gains</b>		-	-	-	-
<b>Transfers</b>					
Transfers between funds	16	474,671	(474,671)	-	-
<b>Net movement in funds</b>		<u>7,508</u>	<u>352,741</u>	<u><b>360,249</b></u>	<u>(49,118)</u>
<b>Reconciliation of funds:</b>					
Total funds brought forward		<u>40,680</u>	<u>4,456,039</u>	<u><b>4,496,719</b></u>	<u>4,545,837</u>
<b>Total funds carried forward</b>		<u><u>48,188</u></u>	<u><u>4,808,780</u></u>	<u><u><b>4,856,968</b></u></u>	<u><u>4,496,719</u></u>

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

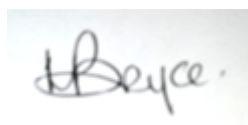
	Notes	2025 £	2024 £
<b>Fixed assets</b>			
Tangible fixed assets	11	3,499,270	2,701,245
Investments	12	910,539	881,604
		<u>4,409,809</u>	<u>3,582,849</u>
<b>Current assets</b>			
Debtors	13	2,267,810	2,163,444
Cash at bank and in hand		5,050,945	4,945,412
		<u>7,318,755</u>	<u>7,108,856</u>
<b>Liabilities</b>			
Creditors: amounts falling due within one year	14	<u>(3,070,675)</u>	<u>(2,485,213)</u>
<b>Net current assets</b>		<u>4,248,080</u>	<u>4,623,643</u>
<b>Total assets less current liabilities</b>		<b>8,657,889</b>	8,206,492
<b>Net assets</b>		<u><b>8,657,889</b></u>	<u>8,206,492</u>
<b>The funds of the charity</b>			
Unrestricted funds	16	5,325,808	4,961,742
Restricted funds	16	3,332,081	3,244,750
<b>Total funds</b>		<u>8,657,889</u>	<u>8,206,492</u>

The accounts on pages 17 to 34 were approved by the Board of Trustees and authorised for issue on 30 September 2025.

*John R. Alexander*

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**John Alexander**  
Trustee




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**Mary Bryce**  
Trustee

**Co. Registration No. NI 029849**

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

## Company Balance sheet

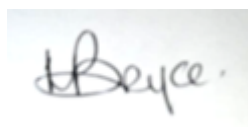
	Notes	2025 £	2024 £
<b>Fixed assets</b>			
Tangible fixed assets	11	1,536,513	1,150,721
Investments	12	910,539	881,604
		<u>2,447,052</u>	<u>2,032,325</u>
<b>Current assets</b>			
Debtors	13	1,798,578	1,609,135
Cash at bank and in hand		2,808,245	2,611,279
		<u>4,606,823</u>	<u>4,220,414</u>
<b>Liabilities</b>			
Creditors: amounts falling due within one year	14	(2,196,907)	(1,756,020)
<b>Net current assets</b>		<u>2,409,916</u>	<u>2,464,394</u>
<b>Total assets less current liabilities</b>		<u>4,856,968</u>	<u>4,496,719</u>
<b>Net assets</b>		<u>4,856,968</u>	<u>4,496,719</u>
<b>The funds of the charity</b>			
Unrestricted funds	16	4,808,780	4,456,039
Restricted funds	16	48,188	40,680
<b>Total funds</b>		<u>4,856,968</u>	<u>4,496,719</u>

The accounts on pages 17 to 34 were approved by the Board of Trustees and authorised for issue on 30 September 2025.




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**John Alexander**  
Trustee




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**Mairead Mitchell**  
Trustee

**Co. Registration No. NI 029849**

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

## Consolidated Statement of Cash Flows

	2025	2024
	£	£
<b>Cash flows from operating activities:</b>		
Net cash provided by operating activities (see below)	1,156,567	425,130
<b>Cash flows from investing activities:</b>		
Dividends, interest and rents from investments	73,306	48,911
Proceeds from the sale of property, plant and equipment	-	417,098
Purchase of property, plant and equipment	(1,092,589)	(317,573)
Assets on Acquisition	-	-
(Purchase)/sale of investments	(31,751)	(14,926)
<b>Net cash (used in) investment activities</b>	<b>(1,051,034)</b>	<b>133,510</b>
<b>Change in cash in the reporting period</b>	<b>105,533</b>	<b>558,640</b>
<b>Cash at the beginning of the reporting period</b>	<b>4,945,412</b>	<b>4,386,772</b>
<b>Cash at the end of the reporting period</b>	<b>5,050,945</b>	<b>4,945,412</b>

## Reconciliation of net income to net cash inflow from operating activities

	2025	2024
	£	£
Net income for the reporting period (as per the Consolidated Statement of financial activities)	451,397	(310,400)
Adjusted for:		
Depreciation charges	258,600	246,754
(Gains)/losses on investments	2,816	(41,773)
Dividends, interest and rents from investments	(73,306)	(48,911)
(Decrease)/Increase in creditors	585,462	179,948
(Increase)/Decrease in debtors	(104,366)	371,754
(Profit)/Loss on disposal of Fixed Assets	-	(14,720)
Exchange difference on consolidation	35,964	42,478
<b>Net cash provided by operating activities</b>	<b>1,156,567</b>	<b>425,130</b>

## Analysis of cash and cash equivalents

	31 March 2024	Cash Flow	31 March 2025
	£	£	£
Cash at bank and in hand	4,945,412	105,533	5,050,945
<b>Total cash and cash equivalents</b>	<b>4,945,412</b>	<b>105,533</b>	<b>5,050,945</b>

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

## **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 4.

#### ***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.

## **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.

### ***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.

## Notes to the accounts (continued)

### 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

	2025	2024
	£	£
Bank interest	37,502	18,666
Income from investments	35,804	30,245
	<b>73,306</b>	<b>48,911</b>

### 4. Other Income

	Group		Company	
	2025	2024	2025	2024
	£	£	£	£
Profit from disposal of fixed assets	-	14,720	-	38
	<b>-</b>	<b>14,720</b>	<b>-</b>	<b>38</b>

### 5. Incoming resources from charitable activities

Group	Restricted	Unrestricted	2025	Restricted	Unrestricted	2024
	£	£	£	£	£	£
Health Board and Trust income	-	12,707,974	<b>12,707,974</b>	-	11,661,991	11,661,991
Supporting People income	2,201,722	-	<b>2,201,722</b>	2,020,916	-	2,020,916
Health Service Executive Grant	6,929,672	-	<b>6,929,672</b>	6,245,183	-	6,245,183
Income from service users	16,556	546,827	<b>563,383</b>	15,276	586,345	601,621
Other fees and grants	422,717	38,419	<b>461,136</b>	112,944	-	112,944
Gifts and other income		29,188	<b>29,188</b>	1,295	39,147	40,442
	<b>9,570,667</b>	<b>13,322,408</b>	<b>22,893,075</b>	<b>8,395,614</b>	<b>12,287,483</b>	<b>20,683,097</b>

## Notes to the accounts (continued)

### 5. Incoming resources from charitable activities (continued)

Company	Restricted £	Unrestricted £	2025 £	Restricted £	Unrestricted £	2024 £
Health Board & Trust income	-	12,707,974	<b>12,707,974</b>	-	11,661,991	11,661,991
Supporting People income	2,201,722	-	<b>2,201,722</b>	2,020,916	-	2,020,916
Income from service users	-	526,063	<b>526,063</b>	-	549,075	549,075
Other fees and grants	91,000	38,419	<b>129,419</b>	112,944	-	112,944
Gifts and other income	-	782,318	<b>782,318</b>	-	748,902	748,902
	<u>2,292,722</u>	<u>14,054,774</u>	<u><b>16,347,496</b></u>	<u>2,133,860</u>	<u>12,959,968</u>	<u>15,093,828</u>

### 6. Expenditure on charitable activities

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

Group	Restricted £	Unrestricted £	2025 £	Restricted £	Unrestricted £	2024 £
Direct care staff costs	6,879,212	9,126,148	<b>16,005,360</b>	6,431,147	9,027,453	15,458,600
Head Office staff costs	343,999	2,286,857	<b>2,630,856</b>	255,020	1,866,486	2,121,506
Other staff costs	531,646	143,803	<b>675,449</b>	419,327	100,485	519,812
ICT costs	99,251	132,157	<b>231,408</b>	62,480	118,364	180,844
Travel, subsistence and volunteers' expenses	254,049	113,133	<b>367,182</b>	268,184	148,538	416,720
Training costs	164,805	35,945	<b>200,750</b>	151,055	15,573	166,628
Premises and insurance costs	432,040	444,412	<b>876,452</b>	360,817	374,758	735,575
Depreciation	121,038	137,562	<b>258,600</b>	116,566	130,189	246,755
Other support costs	1,058,483	124,981	<b>1,183,464</b>	980,126	167,212	1,147,338
	<u>9,884,523</u>	<u>12,544,998</u>	<u><b>22,429,521</b></u>	<u>9,044,722</u>	<u>11,949,056</u>	<u>20,993,778</u>

Company	Restricted £	Unrestricted £	2025 £	Restricted £	Unrestricted £	2024 £
Direct care staff costs	2,429,408	9,833,962	<b>12,263,370</b>	2,301,074	9,593,134	11,894,208
Head Office staff costs	35,331	2,196,946	<b>2,232,277</b>	31,677	1,868,471	1,900,148
Other staff costs	30,172	166,886	<b>197,058</b>	27,973	123,270	151,243
ICT costs	43,160	140,188	<b>183,348</b>	18,631	126,291	144,922
Travel, subsistence and volunteers' expenses	34,173	127,231	<b>161,404</b>	37,883	145,401	183,284
Training costs	67,779	43,344	<b>111,123</b>	68,666	22,877	91,543
Premises and insurance costs	81,896	477,078	<b>558,974</b>	62,803	406,320	469,123
Depreciation	2,462	137,562	<b>140,024</b>	2,207	130,189	132,396
Other support costs	35,504	174,655	<b>210,159</b>	29,823	236,978	266,801
	<u>2,759,885</u>	<u>13,297,852</u>	<u><b>16,057,737</b></u>	<u>2,580,737</u>	<u>12,652,931</u>	<u>15,233,668</u>

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

## 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	
	2025	2024	2025	2024
	Number	Number	Number	Number
<b>By activity:</b>				
Direct care activities	641	619	539	515
Administration and training	119	94	97	81
	<u>760</u>	<u>713</u>	<u>636</u>	<u>596</u>

	Group		Company	
	2025	2024	2025	2024
	£	£	£	£
<b>Staff costs (for the above persons)</b>				
Wages and salaries	16,300,219	15,552,254	12,142,661	11,049,286
Social security costs	1,496,578	1,404,872	1,042,747	920,612
Pension costs	555,343	387,379	516,946	323,575
	<u>18,352,140</u>	<u>17,344,505</u>	<u>13,702,354</u>	<u>12,293,473</u>

Group spend on agency workers amounted to £790,075 (2024: £1,459,487).

Pension contributions in the year for the provision of a defined contribution scheme amounted to £555,343 (2024: £387,379) and contributions due at the year-end amounted to £Nil (2024: Nil).

Included in the pension cost is accrual for £156,280 for a proposed one-off payment to the Chief Executive's Occupational Pension. This was ratified by Trustees at Board.

During the year, two employees received remuneration (excluding employer's pension contributions) over £105,000 (2024: one).

One employee received remuneration between £70,000 – £80,000 (2024: none). Three employees (2024: four) received emoluments (excluding employer's pension contributions) over £60,000 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 £537,091 (2024: £554,627).

During the year, redundancy costs of £1,035 were incurred (2024: £6,135).

During the year, the costs for three employees (2024: six) were recharged to another Group company.

## Notes to the accounts (continued)

### 8. Net incoming resources

	2025	2024
	£	£
<b>Net income/(expenditure) is stated after charging/(crediting):</b>		
Depreciation on tangible owned fixed assets	<b>258,600</b>	246,755
(Profit)/Loss on revaluation of investments	<b>(2,816)</b>	41,773
Interest (receivable)/payable	<b>37,503</b>	18,666
Auditors' remuneration – audit	<b>32,322</b>	23,790
Auditors' remuneration – other	<b>600</b>	-
Payroll and tax services	<b>5,924</b>	5,410
(Profit)/Loss on disposal of tangible assets	-	14,720

### 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 £451,397 (2024: deficit of £310,400).

### 10. Auditors' remuneration

The auditors' remuneration of £32,922 (2024: £23,790) is split as follows:

	2025	2024
	£	£
Audit services – group	<b>32,322</b>	23,790
Payroll, Tax and other services	<b>600</b>	-
	<b><u>32,922</u></b>	<b><u>23,790</u></b>

## Notes to the accounts (continued)

### 11. Tangible fixed assets

Group tangible fixed assets	Land & buildings £	Asset under construction £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Plant and Machinery £	Total £
<b>Cost</b>							
At 31 March 2024	3,482,408	-	372,964	362,146	278,042	4,481	4,500,041
Additions	459,261	474,018	73,512	24,174	61,624	-	1,092,589
Disposals	(3,522)	-	-	-	-	-	(3,522)
Foreign exchange adjustments	(31,689)	(1,792)	(4,944)	(3,208)	(1,073)	(99)	(42,805)
<b>At 31 March 2025</b>	<b>3,906,458</b>	<b>472,226</b>	<b>441,532</b>	<b>383,112</b>	<b>338,593</b>	<b>4,382</b>	<b>5,546,303</b>
<b>Depreciation</b>							
At 31 March 2024	1,066,022	-	224,425	262,660	241,208	4,481	1,798,796
Charge for the year	119,792	-	71,964	36,202	30,642	-	258,600
Disposals	(3,522)	-	-	-	-	-	(3,522)
Foreign exchange adjustments	(2,237)	-	(2,384)	(1,234)	(887)	(99)	(6,841)
<b>At 31 March 2025</b>	<b>1,180,055</b>	<b>-</b>	<b>294,005</b>	<b>297,628</b>	<b>270,963</b>	<b>4,382</b>	<b>2,047,033</b>
<b>Net book values</b>							
<b>At 31 March 2025</b>	<b>2,726,403</b>	<b>472,226</b>	<b>147,527</b>	<b>85,484</b>	<b>67,630</b>	<b>0</b>	<b>3,499,270</b>
At 31 March 2024	2,416,386	-	148,539	99,486	36,834	-	2,701,245
<b>Company tangible fixed assets</b>	<b>Land &amp; buildings £</b>	<b>Asset under construction £</b>	<b>Motor vehicles £</b>	<b>Fixtures &amp; fittings £</b>	<b>Computer equipment £</b>	<b>Plant and Machinery £</b>	<b>Total £</b>
<b>Cost</b>							
At 31 March 2024	2,055,773	-	153,181	219,642	231,605	-	2,660,201
Additions	417,272	-	50,482	8,720	49,341	-	525,815
Disposals	(3,522)	-	-	-	-	-	(3,522)
<b>At 31 March 2025</b>	<b>2,469,523</b>	<b>-</b>	<b>203,663</b>	<b>228,362</b>	<b>280,946</b>	<b>-</b>	<b>3,182,494</b>
<b>Depreciation</b>							
At 31 March 2024	971,146	-	124,358	211,958	202,018	-	1,509,480
Charge for the year	82,794	-	26,395	5,258	25,576	-	140,023
Disposals	(3,522)	-	-	-	-	-	(3,522)
<b>At 31 March 2025</b>	<b>1,050,418</b>	<b>-</b>	<b>150,753</b>	<b>217,216</b>	<b>227,594</b>	<b>-</b>	<b>1,645,981</b>
<b>Net book values</b>							
<b>At 31 March 2025</b>	<b>1,419,105</b>	<b>-</b>	<b>52,910</b>	<b>11,146</b>	<b>53,352</b>	<b>-</b>	<b>1,536,513</b>
At 31 March 2024	1,084,627	-	28,823	7,684	29,587	-	1,150,721

## Notes to the accounts (continued)

### 12. Investments

	2025 £
Investments at market value at 31 March 2024	881,604
Investment income reinvested	-
Purchase of investments	189,123
Disposal of Investments	(157,372)
Net gain on revaluation and realisation	(2,816)
<b>Investments at market value at 31 March 2025</b>	<b><u>910,539</u></b>

The historical cost of the investments is £940,089 (2024: £905,692).

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 2025.

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)
<b>Positive Futures: Achieving Dreams. Transforming Lives. CLG</b>	Provision of Social Care Services	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 2025	€6,841,957	(€201,764)	€1,964,501
Registered Number 566738	Charity Registration number 20106348						
<b>National Association of Housing for Visually Impaired (NAHVI) CLG</b>	Provision of Social Care Services	56 Hazelwood, Beaverstown Road, Donabate, Co. Dublin, K36 XR28	None – limited by guarantee	31 March 2025	€2,048,821	€408,714	€2,578,703
Registered Number 317329	Charity Registration number CHY13759						

## Notes to the accounts (continued)

### 13. Debtors

	<b>Group</b>	<b>Group</b>	<b>Company</b>	<b>Company</b>
	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Amounts falling due within one year:</b>				
Trade debtors	1,835,889	1,747,492	1,488,775	1,290,826
Other debtors	20,673	14,874	20,673	14,875
Prepayments and accrued income	411,248	401,078	268,992	299,567
Amounts owed by subsidiary undertakings	-	-	20,138	3,867
	<b>2,267,810</b>	<b>2,163,444</b>	<b>1,798,578</b>	<b>1,609,135</b>

### 14. Creditors: amounts falling due within one year

	<b>Group</b>	<b>Group</b>	<b>Company</b>	<b>Company</b>
	<b>2025</b>	<b>2024</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Trade creditors	407,424	337,624	339,634	267,102
Other creditors	1,229,293	958,815	968,720	860,745
Accruals and deferred income	1,062,689	843,675	631,770	412,959
Other taxes and social security	371,269	345,099	256,783	215,214
	<b>3,070,675</b>	<b>2,485,213</b>	<b>2,196,907</b>	<b>1,756,020</b>

Included in other creditors are unallocated credit transactions on debtor accounts that were reclassified to a separate credit balances account.

### 15. Deferred Income

Included in accruals and deferred income is deferred income of £278,152 (2024: £254,392) for the Group, and £52,333 (2024: £60,495) for the Company. Deferred income comprises deferred grants and income for services to be provided after the year end.

	<b>Group</b>	<b>Company</b>
	<b>£</b>	<b>£</b>
Balance as at 31 March 2024	254,392	60,495
Amount moved to other creditors	-	-
Amount released to incoming resources	(137,240)	(98,781)
Amount deferred in year	165,422	90,620
Exchange differences	(4,422)	-
<b>Balance as at 31 March 2025</b>	<b>278,152</b>	<b>52,334</b>

## Notes to the accounts (continued)

### 16. Analysis of net assets between funds

	At 31 March 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
<b>Unrestricted funds</b>					
Designated funds	2,260,496	-	-	150,252	2,410,748
Unrestricted funds NAHVI	455,293	20,764	(10,149)	2,099	468,007
General funds	2,245,953	13,374,950	(12,548,927)	(624,923)	2,447,053
<b>Total unrestricted funds</b>	<b>4,961,742</b>	<b>13,395,714</b>	<b>(12,559,076)</b>	<b>(472,572)</b>	<b>5,325,808</b>
<b>Restricted funds</b>					
Supporting People	-	2,201,722	(2,676,394)	474,671	-
Bailey Thomas	10,000	-	(10,000)	-	-
National Lottery Community Fund	-	-	-	-	-
National Lottery Digital Transformation	25,889	50,000	(27,892)	-	47,997
SEED Grant	1,995	-	(1,803)	-	192
Hospital Saturday Fund	2,000	-	(2,000)	-	-
Wolfson Foundation	-	41,000	(41,000)	-	-
Ulster Garden Village	-	-	-	-	-
British Science Week	-	-	-	-	-
BUPA	796	-	(796)	-	-
HSE Grants	1,747,520	5,561,572	(5,786,496)	-	1,522,596
Other restricted funds	55,363	16,556	-	-	71,918
NAHVI	1,401,187	1,699,817	(1,409,527)	(2,099)	1,689,378
<b>Total restricted funds</b>	<b>3,244,750</b>	<b>9,570,667</b>	<b>(9,955,908)</b>	<b>472,572</b>	<b>3,332,081</b>
<b>Total funds</b>	<b>8,206,492</b>	<b>22,966,381</b>	<b>(22,514,984)</b>	<b>-</b>	<b>8,657,889</b>

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 2025 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.

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

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 2024	Retained surplus / (deficit) for the year	Transfers (from)/to funds	Balance at 31 March 2025
	£	£	£	£
<b>Designated funds</b>				
Under occupancy fund	65,000	-	-	<b>65,000</b>
Redundancy fund	65,000	-	35,000	<b>100,000</b>
Service development fund	50,000	-	10,000	<b>60,000</b>
Building repairs and maintenance fund	333,107	-	385,000	<b>718,107</b>
Organisational development fund	40,000	-	-	<b>40,000</b>
Management development and training fund	64,464	-	15,536	<b>80,000</b>
Replacement MV fund	50,000	-	-	<b>50,000</b>
User involvement / PCP	8,000	-	(5,000)	<b>3,000</b>
PR and fundraising	64,000	-	6,000	<b>70,000</b>
Replacement IT and F&F	50,000	-	(20,000)	<b>30,000</b>
Digital transformation	358,000	-	-	<b>358,000</b>
Behaviour support fund	52,000	-	-	<b>52,000</b>
Legal costs fund	50,000	-	25,000	<b>75,000</b>
Health and wellbeing strategy	27,500	-	(25,000)	<b>2,500</b>
Corporate planning	15,000	-	(10,000)	<b>5,000</b>
Recruitment and retention strategy	356,000	-	(66,894)	<b>289,106</b>
Capital grants fund	141,015	-	-	<b>141,015</b>
Climate change fund	75,000	-	20,000	<b>95,000</b>
Family services fund	28,000	-	-	<b>28,000</b>
Agency staff usage fund	318,000	-	(218,000)	<b>100,000</b>
Positive Futures Ireland fund	50,410	-	(1,390)	<b>49,020</b>
<b>Designated funds</b>	<b>2,260,496</b>	<b>-</b>	<b>150,252</b>	<b>2,410,748</b>
<b>Unrestricted funds NAHVI</b>	<b>455,293</b>	<b>10,615</b>	<b>2,099</b>	<b>468,007</b>
<b>General fund</b>	<b>2,245,953</b>	<b>826,023</b>	<b>(624,923)</b>	<b>2,447,053</b>
 <b>Total unrestricted funds</b>	 <b>4,961,742</b>	 <b>836,638</b>	 <b>(472,572)</b>	 <b>5,325,808</b>

In the year ended 31 March 2025, a transfer was made of £472,572 (2024: £479,057) from unrestricted funds. This was to eliminate a deficit in restricted funds, note 16.

## Notes to the accounts (continued)

### 18. Operating leases

At 31 March 2025, the Group had future minimum lease payment commitments under non-cancellable operating leases as follows:

	2025	2024
Group	£	£
Land and buildings expiring:		
In less than one year	138,248	82,712
Between two and five years	304,534	66,826
More than five years	2	6
	<u>442,784</u>	<u>149,544</u>

	2025	2024
Motor vehicles expiring:	£	£
In less than one year	-	-
Between two and five years	-	-
More than five years	-	-
	<u>-</u>	<u>-</u>

Lease payments recognised as expenses in the period were £ 120,467.

At 31 March 2025, the Company had future minimum lease payment commitments under non-cancellable operating leases as follows:

	2025	2024
Company	£	£
Land and buildings expiring:		
In less than one year	110,802	47,916
Between two and five years	304,534	64,300
More than five years	-	-
	<u>415,336</u>	<u>112,216</u>

Lease payments recognised as expenses in the period were £78,736.

### 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.

With NAHVI, there are contingent liabilities in relation to Property Charges. In the event that the company should cease to use certain properties for the purpose for which the grants were received, these grants could become repayable, in part or in whole. There are also legal charges in place over the properties at Carr's Mill and Seacourt as a result of the grants received.

Positive Futures (IRL) have ongoing employment disputes where a liability has not yet been established and cannot be quantified.

## **Notes to the accounts (continued)**

### **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.

### **21. Control**

The company is controlled by a Board of Trustees.

### **22. Analysis of payments to Trustees and Related Parties by the Group**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Payments to ARC Limited	-	3,517
Reimbursement of expenses to Trustees	<b>535</b>	922

Expenses reimbursed to Trustees are for travel and subsistence. Trustees were reimbursed for £535 expenses during the year (2024: £922).

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

### **23. Post Balance Sheet Events**

The Board has approved, subject to the necessary registrations, that in September 2025 NAHVI's contracts with the HSE for the provision of care and support services are to be transferred to Positive Futures: Achieving Dreams Transforming Lives CLG. The staff associated with the delivery of this service will also transfer to become employees of Positive Futures under TUPE arrangements.

The properties and activities associated with the Approved Housing Body remain within NAHVI.