

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

Annual report and consolidated financial statements for
the year ended 31 March 2018

Registered No: NI 029849



Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2018

Annual report

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Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2018

Trustees and advisers

Trustees

Miriam Somerville
David McMillen
Peter Shaw
Carol Workman
Karen Pearson (resigned 28 September 2018)
Laurence Taggart
John Alexander
Geraldine Cunningham
Ian Edwards
Mary Bryce

Senior Leadership Team

Chief Executive
Managing Director (Acting)
Executive Director
Finance Director
HR Director
Operations Director

Agnes Lunny
Dermot Parsons
Paul Roberts
Liam Dorrian
Gail Reavy
Joanne Corcoran

Secretary

Dawn Morrow

Auditors

ASM (B) Ltd
Chartered Accountants and Statutory Auditors
20 Rosemary Street
Belfast
BT1 1QD

Solicitors

Worthington Solicitors
2 Court Street
Newtownards
BT23 7NX

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

Bankers

Danske Bank
77 Main Street
Bangor
BT20 5AP

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

Trustees' Report

The Trustees present their report and the audited accounts for the year ended 31 March 2018.

OBJECTIVES AND ACTIVITIES

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

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

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

Public benefit statement

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

The direct benefits which flow from our purposes include:

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

Who used and benefitted from our services?

At the end of March 2018, Positive Futures provided direct support to 382 adults and children (2017: 340) in Northern Ireland and a further 18 (2017: 0) across the Republic of Ireland. In addition, the families and carers of these individuals also significantly benefitted from the support provided. Our range of services includes:

- **For adults** – Supported Living and Peripatetic Housing Support, Residential Short Breaks, Shared Lives (Adult Placement) Services, Better Together project, day opportunities.
- **For children and young people** – Autism Outreach Service, Brighter Futures, and Children and Family Support Services.

The increase in the overall number of people supported can primarily be explained by the further development of our new Brighter Futures project and the development of our services in the Republic of Ireland.

Trustees' Report (continued)

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 in particular is critical to the successful delivery of these services.

In 2017-18, volunteers contributed 5,814 hours of their time to Positive Futures. Over 80% of this time was used to provide direct support to the people we support, with the remaining volunteer hours used to provide indirect support, typically helping in one of our offices, assisting with administrative tasks, cleaning or hospitality. The number of active volunteers fluctuates over the course of each year, which can be attributed to volunteer availability during school / university holidays. There appears to be a decrease in the number of active volunteers in comparison with 2016-17, for example, in the final quarter of 2017-18, we had 93 active volunteers, compared with 115 in the same period the previous year. However, the number of volunteer hours has largely remained consistent.

This year, we introduced our volunteer strategy for 2017-20 with an action plan for the first year. The strategy, "Change One Life", aims to further develop a welcoming culture to embed best practice in relation to volunteering across the organisation and increase the number of people we support benefitting from the engagement of the right volunteer(s) in their lives. It also seeks to develop ways to evaluate the positive impact that volunteers have on the lives of people we support and the benefits for the volunteers themselves.

In late 2016-17 and early 2017-18, we held celebratory events in different council areas in Northern Ireland to recognise the valuable contribution that our volunteers make to our work. These included the presentation of a number of volunteer awards alongside activities which raised the profile of volunteering with Positive Futures.

Work this year has been successful, both in improving the quality of life experienced by the people we support, their carers and other family members, and in providing a range of meaningful volunteering activities that have been highly valued by over 100 volunteers in the course of this financial year.

Our Strategic Aims

Our Strategic Aims for 2017-20 in Northern Ireland are as follows:

1. By 2020, we will have transformed key business processes, culture and structures to make us efficient, effective and responsive in fulfilling our mission.
 - This will involve an engaged team of managers and staff working in, or in support of, services which achieve an annual surplus of not less than 2%.
2. We will expand and develop new service offers leading to £1m increase in annual turnover.
 - Our management team will continually drive growth and innovation.
 - We will deliver an individualised service to all of our customers by 2020.
3. We will be the market leader in Northern Ireland for Self Directed Support by volume, innovation and quality.

Our Strategic Aims for Positive Futures in the Republic of Ireland for 2017-20 are as follows:

- That Positive Futures will be recognised as a leading provider and/or a partner in service provision of person centred support to people with an intellectual disability across Ireland.
- That Positive Futures will provide a person centred service replacing an existing failing institutional service in three geographically and culturally appropriate locations in Ireland, across two or three HSE regions.

Trustees' Report (continued)

Ensuring our work delivers our aims

This year, we continued to build on our success in providing individually-tailored services to the people we support. In particular, our success in supporting people with complex needs and behaviours that challenge is an area which is achieving ever-more recognition across the sector. This success is significantly contributed to by the development of our Behaviour Support Team which not only focuses on providing training and guidance to staff, but also providing hands-on support to our staff in the understanding and management of particular behaviours. In addition, the Team is increasingly responding to requests to provide training externally and, over the past year, has presented at a range of national and international conferences and workshops which contributes to the increasing evidence-base for the use of this positive behaviour support approach.

We adopted a Prince 2 project management approach to manage the diverse range of projects within the Northern Ireland business plan. The projects were managed by a number of project managers, including Operations Managers, a specifically recruited Project Manager and, for some pieces of work, managers of discrete support functions. Each of the Directors acted as Project Sponsor for identified projects and were responsible for progress within those individual projects. A Project Board met monthly and had responsibility for the overall coordination of all projects. The Managing Director reported on progress quarterly against our business plan at each Board of Trustees meeting.

In the Republic of Ireland, the focus has been on developing services within identified HSE areas, however, Positive Futures will respond to enquiries regarding service development wherever they come from. Positive Futures has a track record of providing person centred services and our focus is to embed these practices in new and transferring services in Ireland. The Executive Director has been supported in this by an experienced Operations Manager.

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

ACHIEVEMENTS AND PERFORMANCE

In July 2016, we established an internal project to review our service structures, our working practices and our management arrangements. The project aimed to ensure that we continue the provision of high quality support for the people we support, while ensuring that the organisation uses its resources most effectively and is positioned for future growth and expansion so we can provide our excellent support to more people. The recommendations arising from this initial work resulted in the creation of a number of significant pieces of project work which were progressed during 2017-18. These projects focused on the improvement of our processes and efficiency, alongside growth.

Performance against our Strategic Aims, objectives and agreed indicators has been monitored throughout the year. The significant activities undertaken in 2017-18 and associated achievements are summarised below and demonstrate that we made significant progress towards our Strategic Aims.

Northern Ireland

We will expand and develop new service offers leading to £1m increase in annual turnover.

- Our management team will continually drive growth and innovation.
- We will deliver an individualised service to all of our customers by 2020.

Trustees' Report (continued)

Our aim is to use the best and most person-centred approach to providing support – we want to increase the number of people who get the opportunity of a good life, supported by Positive Futures. This year we have been working to understand the potential need in each of the five HSC Trust areas; maintain and build relationships with people who may make referrals to us; clarify people's understanding of the support we can provide; and develop a realistic growth strategy for Positive Futures. Over the year, we saw significant growth in some areas, including in the Western and Southern Trust areas, and we are clearer about growth potential over the next 12-18 months. After a lot of planning, we have been able to make growth a part of "business as usual" for services.

In early 2018, we received funding from the Department for Communities to enable us to pilot a new innovative model of support. We have developed a Smart Support service which will offer the people we support greater independence through a support centre where support staff can offer advice and guidance, social interaction, medication and appointment reminders and monitor for alerts that may be raised by assistive devices introduced in the home. Some packages of support will offer a responder provision. This means that a trained, experienced Support Worker will attend the person's home or other location to offer brief direct intervention in the situation.

This kind of service could also be delivered alongside packages of direct support as a means of supporting people to have some valuable alone time throughout their week, ensuring the people we support are receiving "just enough support".

We are confident that this new model of support will offer more choice and independence to the people we currently support and will support the organisation to grow to support more people whose lives could be transformed by this model of support. By the end of March 2018, we had received a limited number of referrals to this 6 month pilot and had commenced recruiting internally for staff.

By 2020, we will have transformed key business processes, culture and structures to make us efficient, effective and responsive in fulfilling our mission.

- **This will involve an engaged team of managers and staff working in, or in support of, services which achieve an annual surplus of not less than 2%.**

This year, we started work to improve support planning in our supported living services. Support planning is a key process at the core of all of our services and the diverse range of manual processes required a significant amount of time. In September, we implemented an interim, Excel-based support planning tool which secured some time saving benefits. By the end of the year, we had researched and piloted an external support planning system which will provide a longer term solution. Implementation of this system across all supported living services is planned to take place from the first quarter of 2018-19. This work will secure benefits to staff, managers, and the people we support, including reducing the time to complete and maintain the support planner by 30%; making it easier to ensure we have the right staff member, in the right place, at the right time; more timely planning to allow staff time to plan their lives which is intended to improve staff retention; as well as more accurate information for payroll.

A significant achievement during 2017-18 was the completion of a review of the terms and conditions of all staff who provide direct support. We recognise that our staff are our most valuable asset and we know that we need a stable staff team who feel valued if we are to provide the best support and if Positive Futures is to continue to grow. At the end of this organisation-wide exercise, and in a challenging financial climate, we were able to make considerable improvements to pay and conditions for 384 staff. We believe this will improve staff retention and our new terms will attract new staff to work with us.

This year, we began preparing for the introduction of the General Data Protection Regulation (GDPR) which came into effect in May 2018. In September 2017, a dedicated project team worked with an external consultant to review our existing processes and develop a range of new policy and procedure documents. The team made good progress in this substantial project to secure records management and data protection compliance. In February 2018, we appointed an Information Manager for a temporary 18 month period who has been leading on elements of the records management and GDPR project. Following the implementation of GDPR, this individual is now responsible for monitoring practice and reporting of compliance, as well as overseeing our information management strategy, including paper and present and future electronic document management systems.

Trustees' Report (continued)

We completed a short term project to implement changes in service team meetings. We introduced a standardised approach to the coordination, frequency and delivery of service team meetings and management team meetings. This had the effect of ensuring meetings are more efficient and effective as well as freeing up manager and staff time.

Linked to our business objectives for 2017-18 to secure an engaged management team, the commencement of our Leadership Development Programme in December 2017 with an initial cohort of managers is a key step in enhancing leadership skills. A later module, which commenced delivery in September 2018, will support managers to identify challenges for the future and manage change in a positive way. This will ensure they are able to support the organisational change programme in 2018-19 and beyond.

We will be the market leader in Northern Ireland for Self Directed Support by volume, innovation and quality.

While no specific project was identified for 2017-18 in support of this Strategic Aim, over the course of the year, we reviewed our arrangements for providing Self Directed Support, and agreed to restructure the way we provide this support, aligning provision with management arrangements for our existing Adult and Family Support services. We will progress this work in 2018-19.

Other Projects

The original 2017-18 business plan contained a number of other projects supporting the achievement of the strategic aims above. At regular points during the year, the Project Board completed a portfolio balancing exercise which had the effect of bringing forward some pieces of work while deferring others. This was in recognition and re-prioritisation of the amount of resource available and the potential benefits and feasibility of some projects. Projects which were not progressed in 2017-18 include the introduction of an in-house system, 'Person Centred Information Manager', to store and manage information about the people we support; making decisions on the future usage of our HR and payroll software; proposing future structures for our other service models; investigating options to change support staff contracted hours in some services; and developing hourly rates and specialist support costs. The feasibility of these projects will be reviewed when other pieces of work have progressed.

Despite the efforts outlined above to prioritise key projects, we experienced delays in many of these projects, such as the support planner and staff terms and conditions. This meant we were unable to progress the recommendations from the 2016 project plan. We are confident that we will secure the benefits of the key projects over the course of 2018-19, with particular reference to changes to service structures and job roles.

Republic of Ireland

Strategic Aim: That Positive Futures will be recognised as a leading provider and/or a partner in service provision of person centred support to people with an intellectual disability across Ireland.

Strategic Aim: That Positive Futures will provide a person centred service replacing an existing failing institutional service in three geographically and culturally appropriate locations in Ireland, across two or three HSE regions.

In support of these strategic aims we have opened new services in the following areas during the year:

- **Saol Beo – Manorhamilton, Co. Leitrim (CHO 1)**
Three women who had spent a total of over 120 years living in a congregated campus in Sligo moved into their new home in March 2018. The move was very successful, and the women and their families have demonstrated how content they are with their new home and the support provided by Positive Futures.
- **Mo Shaol – Co. Louth & Co. Meath (CHO 8)**
This "HomeShare" service transferred to Positive Futures in January 2018. Two new Social Workers were recruited in February 2018 to further develop this service. Mo Shaol is supporting 5 adults in Louth at present with new referrals reflecting the different priorities in the 2 counties.

Trustees' Report (continued)

- **Greater Dublin Service – Dublin, North Co. Wicklow and North-West Co. Dublin (CHO 6, 7 & 9)**
This is by far the most “diverse” of our services providing supported living, home support and day opportunities. This service supports 10 children and adults with intellectual disabilities and/or autistic spectrum conditions.

FINANCIAL REVIEW

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

Details of the group results for the year including our income and related expenditure, balance sheet and the related notes can be found on pages 16 to 32. Details of the company's results for the year are on pages 16 to 32.

As a group, income has increased to £9,702,823 (2017: £8,991,231). The most significant increase has come from the Republic of Ireland operations.

We have seen strong growth in the Republic of Ireland and expect this to continue as we develop our presence and offering there.

In Northern Ireland, we continue to operate in a challenging environment with increasing costs and continued pressure from funders to deliver efficiencies in the services we provide. However, during the year we have increased the number of people we support and income has also increased to £9,098,505 (2017: £8,987,817) (see page 17). We, along with the social care sector in Northern Ireland as a whole, have had difficulty in recruiting staff to some of our services. This resulted in continued significant spending on agency workers of £549,035 (2017: £303,356).

Following falls in the values of our investments, we recorded a loss of £20,184 (2017: gain £123,228). These investments are held for the medium term and the Trustees are confident that, over the investment period, gains will accrue to Positive Futures.

Overall, the Trustees are pleased to report the group made a surplus of £289,654 (2017: £16,557).

The total group funds at 31 March 2018 were £3,306,964 (2017: £3,017,310).

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

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

KEY RISKS AND UNCERTAINTIES

The principal risks and uncertainties that the Trustees have identified in relation to Positive Futures NI are:

National Living Wage and arrangements for night time support

The Trustees have put in place plans to ensure that the charity remains legally compliant, continues to provide appropriate support to beneficiaries, and engages with funders and other stakeholders to ensure these services are appropriately funded. These plans are regularly reviewed by Directors who report at each Board of Trustees meeting.

Trustees' Report (continued)

Cost and use of agency workers / recruitment and retention

The Trustees recognise that the use of agency workers, reaching a total of just over £549,000 during this year, needs to significantly reduce. While the Trustees recognise that staff shortages are prevalent in the sector, they are committed to addressing this through innovative approaches to improve recruitment and retention. This includes the implementation of improved staff terms and conditions for staff providing support, shortly before the end of this financial year.

External funding environment

The Trustees recognise that there is continuing pressure on funders to meet the increasing demand within constrained resources. To ensure that the charity continues to operate effectively in this environment the Senior Leadership Team are continuing the review of operational structures and will bring recommendations to Trustees as efficiencies are identified.

The principal risk that the Trustees have identified in relation to Positive Futures in the Republic of Ireland is:

Meeting the demands of growth within available resources

The Trustees have agreed to ensure that sufficient resources are made available from the parent company to meet the demands of current growth.

PLANS FOR FUTURE PERIODS

Trustees and managers met in February 2018 to develop our business plan for 2018-19, seeking to secure progress towards achievement of our 2017-20 Corporate Plan. Between April 2018 and March 2019, Positive Futures will continue to build on the work which was commenced in 2017-18, including:

- **Support Planning:** Implementation of the new software will be a major focus for improvement in supported living services in both Northern Ireland and the Republic of Ireland.
- **Ensuring compliance with General Data Protection Regulation / record keeping:** New arrangements for keeping information secure and record keeping will become embedded, supported by further training for all staff in Northern Ireland and the Republic of Ireland. Work will be carried out to apply GDPR principles to the extensive existing records.
- **Smart Support:** The pilot will be evaluated for the Department for Communities in early autumn 2018 and we envisage further expansion of the service from its initial base in Magherafelt.

We have also identified new pieces of improvement work for 2018-19 which include:

- **Review of service structures:** We will take forward work to make sure that management structures, initially in supported living services, are both effective and efficient. We will also commence the review of management arrangements in Operations with a benchmarking exercise.
- **Terms and Conditions Review:** We are moving into the next phase of the review, which will start with developing a logical structure for posts within each of our business areas. Restructuring of our supported living services is needed to generate the resources to substantively move into a review of terms and conditions for the wider staff team.
- **Self Directed Support:** We will restructure the way we provide this support, aligning service provision with management arrangements for our existing Adult and Family Support services.
- **Offices:** We will review, and change when necessary, our office accommodation to ensure it both meets our needs and reflects a good use of our resources.
- **Digital Transformation:** a project to improve efficiency with technology will start in November 2018.

In the Republic of Ireland, our key priorities for the next year include:

- **Cluain Farm – Kilwarden Co. Meath:** This is an 8-person “supported living” service operating as a HIQA “Designated Centre”. The service is currently managed by another provider and the planned transfer to Positive Futures took place in September 2018.
- **Digital Transformation:** a project to improve efficiency with technology will start in November 2018. This plan will require substantial work but will ultimately secure significant efficiencies for Positive Futures whilst increasing the independence of the people we support.

Trustees' Report (continued)

- **Service Development:** We have been planning for the development of supported living services for 2 women with complex needs which we expect to become operational in autumn 2018. In addition, we will progress referrals to existing and new services.

These plans will require substantial work but will ultimately secure significant benefits for the organisation as well as people supported in Northern Ireland and the Republic of Ireland.

The external funding environment continues to pose challenges to the charity, while we remain committed to the achievement of our objectives. The Trustees envisage continued growth for the charity and it is necessary therefore to consolidate achievement to date to be fully prepared for that future expansion.

STRUCTURE, GOVERNANCE AND MANAGEMENT

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

The charity is managed by a Senior Leadership 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 Senior Leadership Team reports to and attends Board and Sub Committee Meetings.

The Board is comprised of a Chair, Vice-Chair, Honorary Treasurer and Trustees with skills in HR, Law, Education, Learning Disability Services and Finance. During 2017-2018 there were no changes to Trustees, and at the end of March 2018 there were 10 Board members. Members of the Senior Leadership Team and the Board of Trustees are listed on page 2.

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

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

New Trustees are invited to meet with the Chair and the Chief Executive and are provided with an induction which includes clarification of roles, responsibilities and expectations of Trustees. All Trustees are facilitated to visit services to familiarise themselves with our work and the context in which we operate. 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. Annually, all Trustees attend a Governance Review Workshop where recommendations for improved practice are identified and implemented.

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

Subsidiaries

Positive Futures is the parent company of two subsidiary companies, Positive People (NI) C.I.C. and Positive Futures: Achieving Dreams. Transforming Lives. CLG. The details of these subsidiaries are provided in note 11 in the accounts.

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

Trustees' Report (continued)

REFERENCE AND ADMINISTRATIVE DETAILS

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

Statement of recommended practice

The accounts have been prepared in accordance with applicable accounting standards, the Companies Act 2006 and the Statement of Recommended Practice ("SORP") 2015 '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 as at the end of the financial year and of the surplus or deficit of the company for that year.

The Trustees confirm that suitable accounting policies have been used, and these have been applied consistently, and reasonable and prudent judgements and estimates have been made in the preparation of the accounts for the year ended 31 March 2018. The Trustees also confirm that applicable accounting standards have been followed and that the accounts have been prepared on the going concern basis.

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

Internal financial controls

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

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

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

Statement of disclosure to auditors

The Trustees confirm that:

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

Employee involvement, equal opportunities and disabled employees

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

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2018

Trustees' Report (continued)

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

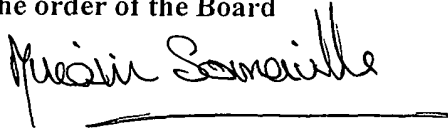
In 2006, Positive Futures (Northern Ireland) established a Joint Consultative Committee (JCC), comprising representatives from all our service locations. The purpose of this is to help staff to shape and inform the organisation's development and decision making through a process of consultation, discussion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

Auditors

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

The Trustees' Report and the Strategic Report contained therein were approved by the Board of Trustees on 28 September 2018.

By the order of the Board



Miriam Somerville
Chair

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

Opinion

We have audited the financial statements of Positive Futures: Achieving Dreams. Transforming Lives (the 'parent company') and its subsidiaries (the 'Group') for the year ended 31 March 2018 set out on pages 16 to 32. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent company's affairs as at 31 March 2018 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

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

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

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

Auditor's responsibilities for the audit of the financial statements

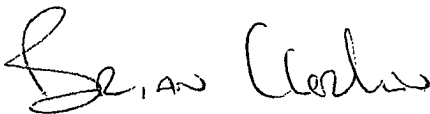
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

Use of our report

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



Brian Clerkin (Senior Statutory Auditor)
for and on behalf of
ASM (B) Ltd
Chartered Accountants & Statutory Auditors
20 Rosemary Street
Belfast
BT1 1QD

28 September 2018

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

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2018

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

	Notes	Restricted £	Unrestricted £	2018 £	2017 £
Income and endowments from:					
Investments	3	-	19,238	19,238	21,231
Charitable activities	4	2,932,257	6,751,328	9,683,585	8,970,000
Total income and endowments		<u>2,932,257</u>	<u>6,770,566</u>	<u>9,702,823</u>	<u>8,991,231</u>
Expenditure on:					
Charitable activities	5	<u>(3,103,673)</u>	<u>(6,288,814)</u>	<u>(9,392,487)</u>	<u>(9,097,902)</u>
Total expenditure		<u>(3,103,673)</u>	<u>(6,288,814)</u>	<u>(9,392,487)</u>	<u>(9,097,902)</u>
Net gains/(losses) on investments	11	-	(20,184)	(20,184)	123,228
Net income/(expenditure)		<u>(171,416)</u>	<u>461,568</u>	<u>290,152</u>	<u>16,557</u>
Other recognised gains / (losses)					
Unrealised foreign exchange loss		-	(498)	(498)	-
Transfers					
Transfers between funds	15	196,419	(196,419)	-	-
Net movement in funds		<u>25,003</u>	<u>264,651</u>	<u>289,654</u>	<u>16,557</u>
Reconciliation of funds:					
Total funds brought forward	15	<u>-</u>	<u>3,017,310</u>	<u>3,017,310</u>	<u>3,000,753</u>
Total funds carried forward	15	<u>25,003</u>	<u>3,281,961</u>	<u>3,306,964</u>	<u>3,017,310</u>

All amounts above relate to continuing operations of the group.

The notes on pages 21 to 32 form part of these accounts.

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2018

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

	Notes	Restricted £	Unrestricted £	2018 £	2017 £
Income and endowments from:					
Investments	3	-	19,238	19,238	21,231
Charitable activities	4	2,342,346	6,736,921	9,079,267	8,966,586
Total income and endowments		<u>2,342,346</u>	<u>6,756,159</u>	<u>9,098,505</u>	<u>8,987,817</u>
Expenditure on:					
Charitable activities	5	<u>(2,538,765)</u>	<u>(6,278,574)</u>	<u>(8,817,339)</u>	<u>(9,074,490)</u>
Total expenditure		<u>(2,538,765)</u>	<u>(6,278,574)</u>	<u>(8,817,339)</u>	<u>(9,074,490)</u>
Net gains/(losses) on investments	11	-	(20,184)	(20,184)	123,228
Net income/(expenditure)		(196,419)	457,401	260,982	36,555
Transfers					
Transfers between funds	15	196,419	(196,419)	-	-
Net movement in funds		<u>-</u>	<u>260,982</u>	<u>260,982</u>	<u>36,555</u>
Reconciliation of funds:					
Total funds brought forward	15	<u>-</u>	<u>3,037,308</u>	<u>3,037,308</u>	<u>3,000,753</u>
Total funds carried forward	15	<u>-</u>	<u>3,298,290</u>	<u>3,298,290</u>	<u>3,037,308</u>

All amounts above relate to continuing operations of the company.

The notes on pages 21 to 32 form part of these accounts.

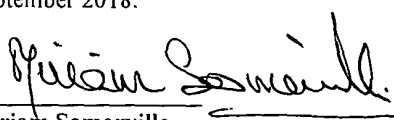
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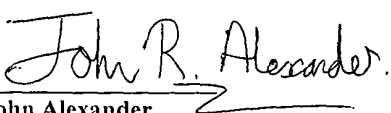
Annual report for the year ended 31 March 2018

Consolidated Balance sheet

	Notes	2018 £	2017 £
Fixed assets			
Tangible fixed assets	10	1,374,347	1,430,281
Investments	11	<u>791,252</u>	<u>793,174</u>
		<u>2,165,599</u>	<u>2,223,455</u>
Current assets			
Debtors	12	1,106,872	755,045
Cash at bank and in hand		<u>835,806</u>	<u>751,588</u>
		<u>1,942,678</u>	<u>1,506,633</u>
Liabilities			
Creditors: amounts falling due within one year	13	<u>(801,313)</u>	<u>(712,778)</u>
Net current assets		<u>1,141,365</u>	<u>793,855</u>
Total assets less current liabilities		<u>3,306,964</u>	<u>3,017,310</u>
Net assets		<u>3,306,964</u>	<u>3,017,310</u>
The funds of the charity			
Unrestricted funds	15	3,281,961	3,017,310
Restricted funds	15	<u>25,003</u>	<u>-</u>
Total funds		<u>3,306,964</u>	<u>3,017,310</u>

The accounts on pages 16 to 32 were approved by the Board of Trustees and authorised for issue on 28 September 2018.


Miriam Somerville
Trustee


John Alexander
Trustee

Co. Registration No. NI 29849

The notes on pages 21 to 32 form part of these accounts.

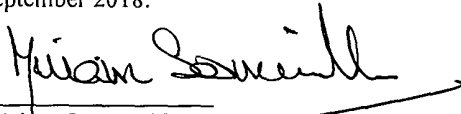
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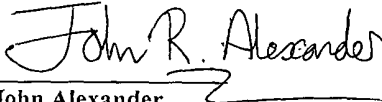
Annual report for the year ended 31 March 2018

Company Balance sheet

	Notes	2018 £	2017 £
Fixed assets			
Tangible fixed assets	10	1,345,027	1,430,281
Investments	11	<u>791,252</u>	<u>793,174</u>
		<u>2,136,279</u>	<u>2,223,455</u>
Current assets			
Debtors	12	1,031,193	778,815
Cash at bank and in hand		<u>828,816</u>	<u>745,579</u>
		1,860,009	1,524,394
Liabilities			
Creditors: amounts falling due within one year	13	<u>(697,998)</u>	<u>(710,541)</u>
Net current assets		<u>1,162,011</u>	<u>813,853</u>
Total assets less current liabilities		3,298,290	3,037,308
Net assets		<u>3,298,290</u>	<u>3,037,308</u>
The funds of the charity			
Unrestricted funds	15	3,298,290	3,037,308
Restricted funds	15	-	-
Total funds		<u>3,298,290</u>	<u>3,037,308</u>

The accounts on pages 16 to 32 were approved by the Board of Trustees and authorised for issue on 28 September 2018.


Miriam Somerville
Trustee


John Alexander
Trustee

Consolidated Statement of Cash Flows

	2018	2017
	£	£
Cash flows from operating activities:		
Net cash provided by operating activities (see below)	152,175	(71,986)
Cash flows from investing activities		
Dividends, interest and rents from investments	19,238	21,231
Proceeds from the sale of property, plant and equipment	100	-
Purchase of property, plant and equipment	(69,033)	(82,815)
Purchase of investments	(18,262)	(76,301)
Proceeds from sale of investments	-	80,000
Net cash (used in) investment activities	(67,957)	(57,885)
Change in cash in the reporting period	84,218	(129,871)
Cash at the beginning of the reporting period	751,588	881,459
Cash at the end of the reporting period	835,806	751,588

Reconciliation of net income to net cash inflow from operating activities

	2018	2017
	£	£
Net income/(expenditure) for the reporting period (as per the Consolidated Statement of financial activities)	289,654	16,557
Adjusted for:		
Depreciation charges	124,657	134,290
(Gains)/losses on investments	20,184	(123,228)
Dividends, interest and rents from investments	(19,238)	(21,231)
(Profit)/loss on the sale of fixed assets	210	-
Increase/(decrease) in creditors	88,535	36,286
(Increase)/decrease in debtors	(351,827)	(114,660)
Net cash provided by operating activities	152,175	(71,986)

Analysis of cash and cash equivalents

	31 March 2017	Cash Flow	31 March 2018
	£	£	
Cash at bank and in hand	751,588	84,218	835,806
Bank overdraft	-	-	-
Total cash and cash equivalents	751,588	84,218	835,806

The notes on pages 21 to 32 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") 2015 '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 11.

Public Benefit

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

Funds

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

- a) unrestricted funds: funds which may be expended at the discretion of the Trustees in furtherance of the objectives of the charity; and
- b) restricted funds: funds which are earmarked by the donor for specific purposes.

Designated funds

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

Incoming resources

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

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

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

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

Resources expended

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

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2018

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 for open to all staff. Employer's contributions vary as a % of pensionable earnings depending on the staff members 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

Debtors

Debtors are measured at their recoverable amounts.

Creditors and provisions for liabilities and charges

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

Judgements and estimates

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

Investments

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

Termination Benefits

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

Notes to the accounts (continued)

Foreign Currency

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

2. Volunteers

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

3. Investment income

	2018	2017
	£	£
Bank interest	335	59
Income from investments	<u>18,903</u>	<u>21,172</u>
	<u>19,238</u>	<u>21,231</u>

4. Incoming resources from charitable activities

Group	Restricted	Unrestricted	2018	Restricted	Unrestricted	2017
	£	£	£	£	£	£
Health Board and Trust income	-	6,077,405	6,077,405	-	5,901,554	5,901,554
Supporting People income	2,191,043	-	2,191,043	2,284,226	-	2,284,226
Health Service Executive Grant	412,191	-	412,191	-	-	-
TUSLA Grant	177,720	-	177,720	-	-	-
Income from service users	-	572,159	572,159	665	466,342	467,007
Staff and training grants	-	7,800	7,800	-	-	-
Other fees and grants	150,601	63,035	213,636	113,022	151,812	264,834
Consultancy income	-	18,010	18,010	-	3,414	3,414
Gifts and other income	702	12,919	13,621	41	48,924	48,965
	<u>2,932,257</u>	<u>6,751,328</u>	<u>9,683,585</u>	<u>2,397,954</u>	<u>6,572,046</u>	<u>8,970,000</u>

Company	Restricted	Unrestricted	2018	Restricted	Unrestricted	2017
	£	£	£	£	£	£
Health Board and Trust income	-	6,077,405	6,077,405	-	5,901,554	5,901,554
Supporting People income	2,191,043	-	2,191,043	2,284,226	-	2,284,226
Income from service users	-	572,159	572,159	665	466,342	467,007
Staff and training grants	-	7,800	7,800	-	-	-
Other fees and grants	150,601	66,638	217,239	113,022	151,812	264,834
Gifts and other income	702	12,919	13,621	41	48,924	48,965
	<u>2,342,346</u>	<u>6,736,921</u>	<u>9,079,267</u>	<u>2,397,954</u>	<u>6,568,632</u>	<u>8,966,586</u>

Notes to the accounts (continued)

5. Expenditure on charitable activities

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

Group	Restricted £	Unrestricted £	2018 £	Restricted £	Unrestricted £	2017 £
Direct care staff costs	2,529,872	4,549,350	7,079,222	2,170,815	4,837,135	7,007,950
Head Office staff costs	63,918	1,047,466	1,111,384	20,718	972,938	993,656
Other staff costs	69,559	41,213	110,772	28,425	21,276	49,701
ICT costs	10,161	46,749	56,910	1,299	52,286	53,585
Travel, subsistence and volunteers' expenses	99,327	246,822	346,149	43,172	255,555	298,727
Training costs	101,859	25,896	127,755	84,190	20,893	105,083
Premises and insurance costs	117,522	188,625	306,147	55,268	215,588	270,856
Depreciation	14,781	109,877	124,658	5,247	129,043	134,290
Other support costs	96,673	32,816	129,491	71,961	112,093	184,054
	<u>3,103,673</u>	<u>6,288,814</u>	<u>9,392,487</u>	<u>2,481,095</u>	<u>6,616,807</u>	<u>9,097,902</u>

Company	Restricted £	Unrestricted £	2018 £	Restricted £	Unrestricted £	2017 £
Direct care staff costs	2,184,845	4,538,106	6,722,951	2,170,815	4,837,135	7,007,950
Head Office staff costs	25,688	1,047,466	1,073,154	20,718	966,754	987,472
Other staff costs	31,423	41,084	72,507	28,425	21,276	49,701
ICT costs	1,108	46,718	47,826	1,299	52,286	53,585
Travel, subsistence and volunteers' expenses	40,150	246,622	286,772	43,172	251,821	294,993
Training costs	95,115	25,873	120,988	84,190	20,893	105,083
Premises and insurance costs	85,255	188,515	273,770	55,268	213,254	268,522
Depreciation	5,040	109,845	114,885	5,247	129,043	134,290
Other support costs	70,141	34,345	104,486	71,961	100,933	172,894
	<u>2,538,765</u>	<u>6,278,574</u>	<u>8,817,339</u>	<u>2,481,095</u>	<u>6,593,395</u>	<u>9,074,490</u>

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

Included in other support costs (company) is a provision made against amounts owed by subsidiary undertakings as set out in note 12.

Notes to the accounts (continued)

6. Employee information

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

	2018 Number	2017 Number
By activity:		
Direct care activities	397	405
Administration and training	44	53
	<u>441</u>	<u>458</u>

	2018 £	2017 £
Staff costs (for the above persons)		
Wages and salaries	6,756,035	6,840,851
Social security costs	502,201	492,752
Pension costs	250,210	272,740
	<u>7,508,446</u>	<u>7,606,343</u>

Pension contributions in the year for the provision of a defined contribution scheme amounted to £250,210 (2017: £272,240) and contributions due at the year-end amounted to £26,066 (2017: £ Nil).

During the year one employee, the Chief Executive of the group, received remuneration (excluding employer's pension contributions) of £83,650 (2017: £81,618).

Two other employees (2017: one) received emoluments (excluding employer's pension contributions) between £60,000 and £70,000 during the year.

None of the Trustees received any remuneration during the year.

During the year the Senior Leadership Team received remuneration (excluding employer's pension contributions) totalling £357,670 (2017: £325,963).

During the year no employees (2017: one, £7,000) received a termination payment.

7. Net incoming resources

	2018 £	2017 £
Net income/(expenditure) are stated after charging/(crediting):		
Depreciation on tangible owned fixed assets	124,657	134,290
(Profit)/Loss on revaluation of investments	20,184	(123,228)
Interest receivable	(335)	(59)
Auditors' remuneration - audit	9,000	5,400
Auditors' remuneration - other	5,768	1,410
(Profit)/Loss on disposal of tangible assets	210	-

Notes to the accounts (continued)**8. 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 £289,654 (2017: £16,557)

9. Auditors' remuneration

The auditors' remuneration, excluding VAT of £14,768 (2017: £6,810) is split as follows:

	2018 £	2017 £
Audit services - group	9,000	5,400
Consultancy	3,100	-
Payroll and Tax services	2,668	1,410
	<u>14,768</u>	<u>6,810</u>

10. Tangible fixed assets

Group tangible fixed assets	Land & buildings £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Total £
Cost					
At 31 March 2017	1,881,634	97,166	220,003	426,971	2,625,774
Additions	-	38,136	2,062	28,835	69,033
Disposals	-	(10,830)	-	(108,096)	(118,926)
At 31 March 2018	<u>1,881,634</u>	<u>124,472</u>	<u>222,065</u>	<u>347,710</u>	<u>2,575,881</u>
Depreciation					
At 1 April 2017	517,524	73,213	205,691	399,065	1,195,493
Charge for the year	64,769	20,303	10,140	29,445	124,657
Disposals	-	(10,830)	-	(107,786)	(118,616)
At 31 March 2018	<u>582,293</u>	<u>82,686</u>	<u>215,831</u>	<u>320,724</u>	<u>1,201,534</u>
Net book values					
At 31 March 2018	<u>1,299,341</u>	<u>41,786</u>	<u>6,234</u>	<u>26,986</u>	<u>1,374,347</u>
At 31 March 2017	<u>1,364,110</u>	<u>23,953</u>	<u>14,312</u>	<u>27,906</u>	<u>1,430,281</u>

Notes to the accounts (continued)

10. Tangible fixed assets (continued)

Company tangible fixed assets	Land & buildings £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Total £
Cost					
At 31 March 2017	1,881,634	97,166	220,003	426,971	2,625,774
Additions	-	8,250	2,062	19,628	29,940
Disposals	-	(10,830)	-	(108,096)	(118,926)
At 31 March 2018	1,881,634	94,586	222,065	338,503	2,536,788
Depreciation					
At 1 April 2017	517,524	73,213	205,691	399,065	1,195,493
Charge for the year	64,769	12,831	10,140	27,144	114,884
Disposals	-	(10,830)	-	(107,786)	(118,616)
At 31 March 2018	582,293	75,214	215,831	318,423	1,191,761
Net book values					
At 31 March 2018	1,299,341	19,372	6,234	20,080	1,345,027
At 31 March 2017	1,364,110	23,953	14,312	27,906	1,430,281

11. Investments

	2018
	£
Investments at market value at 31 March 2017	793,174
Withdrawn in year	-
Investment income reinvested	18,903
Purchase of investments	317,558
Disposal of investments	(318,199)
Net loss on revaluation and realisation	(20,184)
Investments at market value at 31 March 2018	<u>791,252</u>

The historical cost of the investments is £693,226 (2017: £675,226).

Notes to the accounts (continued)**11. Investments (continued)**

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.

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

Name	Business	Registered Office	Shares held	Period end	Turnover	Profit/(Loss) after tax	Net assets
						(£)	(£)
Positive People (NI) C.I.C Registered Number NI623255	Employment Agency	2b Park Drive Bangor County Down	None – limited by guarantee	31 March 2018	Nil	(622)	(31,700)
Positive Futures: Achieving Dreams. Transforming Lives. CLG Registered Number 566738	Provision of social care services Charity Registration number 20106348	75 St Stephen's Green Dublin	None – limited by guarantee	31 March 2018	608,534	29,077	8,581

Notes to the accounts (continued)

12. Debtors

	Group 2018 £	Group 2017 £	Company 2018 £	Company 2017 £
Amounts falling due within one year:				
Trade debtors	910,266	595,206	716,611	595,206
Other debtors	6,798	12,075	6,798	12,075
Prepayments and accrued income	189,808	147,764	170,168	147,764
Amounts owed by subsidiary undertakings	-	-	169,409	54,848
Provision for amounts owed by subsidiary undertakings	-	-	(31,793)	(31,078)
	<u>1,106,872</u>	<u>755,045</u>	<u>1,031,193</u>	<u>778,815</u>

13. Creditors: amounts falling due within one year

	Group 2018 £	Group 2017 £	Company 2018 £	Company 2017 £
Trade creditors	390,451	140,323	340,323	140,323
Other creditors	100,891	172,261	99,942	172,261
Accruals, deferred income and funding repayable	143,298	276,508	143,260	276,508
Other taxes and social security	166,673	123,686	114,473	121,449
	<u>801,313</u>	<u>712,778</u>	<u>697,998</u>	<u>710,541</u>

14. Deferred income

Included in accruals and deferred income is deferred income of £66,544 (2017: £125,328). Deferred income comprises deferred grants and income for services to be provided after the year end.

	£
Balance as at 31 March 2017	125,328
Amount released to incoming resources	(82,830)
Amount deferred in year	24,046
Balance as at 31 March 2018	<u>66,544</u>

Notes to the accounts (continued)**15. Analysis of net assets between funds**

	At 31 March 2017	Income	Expenditure	Transfers	At 31 March 2018
	£	£	£	£	£
Unrestricted funds					
Designated funds	793,855	-	-	351,827	1,145,682
General funds	2,223,455	6,770,566	(6,309,496)	(548,246)	2,136,279
Total unrestricted funds	3,017,310	6,770,566	(6,309,496)	(196,419)	3,281,961
Restricted funds					
Supporting People	-	2,191,043	(2,387,579)	196,536	-
Big Lottery Fund Grant: Reaching Out: Supporting Families	-	115,491	(115,491)	-	-
HSE and TUSLA Grants	-	589,911	(564,908)	-	25,003
Other restricted funds	-	35,812	(35,695)	(117)	-
Total restricted funds	-	2,932,257	(3,103,673)	196,419	25,003
Total funds	3,017,310	9,702,823	(9,413,169)	-	3,306,964

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 2018 are set out in detail in note 16.

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 any deficit that arises in respect of that fund.

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

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

Included in deferred income (note 14) is £23,320 which relates to restricted income received from the Big Lottery Fund Grant: Reaching Out: Supporting Families for activities in the next financial year.

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

Notes to the accounts (continued)

16. 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 2017	Retained surplus / (deficit) for the year	Transfers (from)/to funds	Balance at 31 March 2018
	£	£	£	£
Designated funds				
Under occupancy fund	40,000	-	-	40,000
Redundancy fund	134,000	-	16,000	150,000
Service development fund	86,733	-	15,857	102,590
Building repairs and maintenance fund	40,798	-	59,202	100,000
Project Management and Delivery Fund	-	-	101,000	101,000
Organisational Restructuring Fund	108,000	-	-	108,000
Staff Terms and Conditions Review Fund	36,000	-	(20,000)	16,000
Management development and training fund	20,000	-	(10,000)	10,000
Volunteer coordination fund	15,000	-	-	15,000
Replacement fund	55,000	-	(25,000)	30,000
User involvement / PCP	1,000	-	4,000	5,000
PR and fundraising	27,000	-	15,000	42,000
Information and communication technology fund	25,000	-	50,000	75,000
Behaviour support fund	5,000	-	45,000	50,000
Legal Costs Fund	10,000	-	10,000	20,000
Staff Agency Development fund	3,500	-	(3,500)	-
Recruitment and Retention strategy	-	-	100,000	100,000
Capital Grants fund	206,822	-	(9,401)	197,421
Unrestricted funds of subsidiary undertakings	(19,998)	-	3,669	(16,329)
	<u>793,855</u>	<u>-</u>	<u>351,827</u>	<u>1,145,682</u>
General fund	<u>2,223,455</u>	<u>264,651</u>	<u>(351,827)</u>	<u>2,136,279</u>
Total unrestricted funds	<u>3,017,310</u>	<u>264,651</u>	<u>-</u>	<u>3,281,961</u>

In the year ended 31 March 2018 a transfer was made of £196,419 (2017: £83,113) from unrestricted funds. This was to eliminate a deficit in restricted funds, note 15.

17. Operating leases

At 31 March 2018, the group had future minimum lease payment commitments under non-cancellable operating leases as follows:

	2018 £	2017 £
Land and buildings expiring:		
In less than one year	67,452	9,468
Between two and five years	55,817	109,594
More than five years	-	-
	<u>123,269</u>	<u>119,062</u>

Lease payments recognised as expenses in the period were £86,752

Notes to the accounts (continued)

18. 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.

19. 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.

20. Control

The company is controlled by a Board of Trustees.

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

	2018	2017
	£	£
Reimbursement of expenses to Trustees	-	140
Payments to ARC Limited	2,025	4,755
Payments to EY	6,300	-

Expenses reimbursed to Trustees are for travel and accommodation. No Trustees were reimbursed for expenses during the year.

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

Ian Edwards, a Trustee of Positive Futures: Achieving Dreams. Transforming Lives, was also a Director of EY which provided services to Positive Futures on an arms length basis.

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