



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	Day 1st	Month	Year		Day 31st	Month	Year
		April	2021			March	2022

Section A

Reference and administration details

Charity name First Person Plural

Other names charity is known by FPP

Registered charity number (if any) 1156602

Charity's principal address Room G05, Regent House

Bath Avenue

Wolverhampton

Postcode

WV1 4EG

Names of the charity trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
Kathryn Livingston	Chairperson & Acting Treasurer		
Melanie Goodwin	Secretary		
Sarah Kelly			
Kim Sparkes			
Carol Broad			
Harriet Crooks		11/01/22 – 31/03/22	

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Bank	The Co-operative Bank PLC	1-2 Dudley Street, Wolverhampton, WV1 3EN
Independent Examiner of Accounts	Melissa Smith, JMS Accountants	6 School Road, Wombourne, WV5 (ED

Name of chief executive or names of senior staff members (Optional information)

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Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	Association Charitable Incorporated Organisation
Trustee selection methods (eg. appointed by, elected by)	Elected by members at AGM, with provision for limited co-options by the Board to fill vacant seats between AGMs or to bring specialist expertise onto the board

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- Trustees' consideration of major risks and the system and procedures to manage them.

FPP is governed by its Board of Trustees.

The operational tasks of the charity are undertaken by a Business Manager (20 hours per week) and a few volunteers including the Voluntary Co-ordinator and Trainers. Employee is line-managed by the Voluntary Co-ordinator.

All existing and potential new Trustees undertake a Roles & Duties of Trustees e-learning course. Potential recruits are offered a chance to observe a trustee meeting before committing to becoming a trustee. All elected or appointed trustees receive a comprehensive trustee information pack and do a relevant Safeguarding course

FPP is a full member of The Survivor's Trust (TST), the national umbrella agency for specialist rape, sexual violence and childhood sexual abuse organisations in the UK & Ireland.

Several trustees are members of European Society for Trauma and Dissociation (ESTD), two of these are on the committee of the Network of UK Members of the ESTD (ESTD-UK). FPP is a member of National Service User Network (NSUN), Wolverhampton Voluntary Sector Council (WVSC), National Council for Voluntary Organisations (NCVO), Black Country Sexual Abuse Forum. The charity is represented on the Norfolk and Suffolk NHS Foundation Trusts DID strategy group and provides experts-by-experience to inform the development of DID guidelines being researched and written by the Association of Clinical Psychologists

FPP works collaboratively with other organisations including the European Society for Trauma and Dissociation-UK (ESTD-UK) and Ritual Abuse Information and Networking Support (RAINS). Our involvement in national and local NHS and other statutory organisations consultations, collaboration and participation continue on an ad hoc basis. Such collaborative projects are both long and short term.

The charity has established good working alliances with The Pottergate Centre for Dissociation & Trauma in Norwich, The Clinic for Dissociative Studies in London, Integrate Families / British Institute for Complex Trauma & Dissociation (BICTD) in Huddersfield, the Complex Trauma and Dissociation Clinic (C-TAD) in Cheshire and Willows Counselling Services based in Swindon.

Section C

Objectives and activities

Summary of the objects of the charity set out in its governing document

The objectives of the CIO are

- (i) The relief of sickness, in particular by provision of support and information to adult survivors of trauma and abuse who experience complex dissociative distress, their friends, family and carers;
- (ii) To promote a better understanding of complex dissociative distress among health and social care professionals and to improve service provisions leading to better health outcomes;
- (iii) The advancement of education of the general public in order to promote a better understanding and acceptance of people who experience complex dissociative distress and those in support roles.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

The charity trustees have due regard to the Charity Commission's guidance and are confident that its objects and activities are for the public benefit. All decisions and actions directly further the charity's objectives or are conducive/incidental to doing so.

FPP ensures access to information is available through producing its own resources and linking to others' resources.

FPP responds to telephone and email enquiries despite not formally offering a helpline. Generally, enquiries have been increasingly more complex, with many related to survivors trying to locate therapists. Many therapists specialising in working with complex traumatic dissociation are now at capacity, so these enquiries have become much more difficult to resolve.

You may choose to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- Contribution made by volunteers.

Another class of enquiry comes from students and researchers. These are often looking for guidance on how to be accurate, sensitive and inclusive of people who experience DID in their project or research. Others want us to help them find participants.

FPP's training programme including bespoke commissioned trainings has continued to adapt and respond to the effects of the pandemic. This has included working around guidelines and legal restrictions. Also addressing potential and actual risks. All commissioned training delivered this year has been online, and we have continued to develop our own online training modules.

FPP contributes to other organisations' training programmes. e.g. Rape Crisis Centres, Accredited Counselling Courses, NHS Mental Health Teams, Housing Associations and generic Mental Health Well Being organisations.

Collaborative working with these organisations is maintained with FPP often taking the lead.

FPP provides speakers for conferences and similar events

FPP maintains and manages an information and support website with plans for a revamp in the future.

Writing for, editing, publishing and distributing two issues per year of our support and information newsletter is a key achievement.

Mutual online peer support groups have continued with many of the first year cohort in facilitated groups progressing to a second year of non-facilitated groups; and a new first year cohort having started and continued throughout the year. In total, 29 individuals have participated during the year. In addition, a support group for family and friends of survivors has also been running. Also, FPP continues to provide support to the established independent Norwich Peer Support Group and initial support to enquirers seeking to start their own local independent peer support for people living with DID.

Our well established online mutual support forum for members with personal lived experience of DID has continued.

Volunteers, working collaboratively with the Business Manager as appropriate, are instrumental in the governance, management, development and operational running of the organisation.

During the year organisational policies have been reviewed and/or drafted by volunteers working collaboratively with the Business Manager before being approved by the Board of Trustees. This work will continue until all our policies are up to date and no policy gaps are identified. It will then move to a rolling programme of policy review.

Also our voluntary expert-by- experience trainers continue to contribute to our developing training programme, and input into collaborative development of other organisations e.g. ESTD-UK, TST, ACP activities.

Other Activities

Online Trustee meetings were held regularly.

An online AGM was held in July 2021.

The Business Manager has continued to work from home throughout the year. The Voluntary Co-ordinator has returned to more frequent use of the FPP office since pandemic restrictions have been lifted but also works part-time from home.

Section E

Financial review

Brief statement of the charity's policy on reserves

FPP strives to hold reserves sufficient to operate the charity for at least one year following a failure of funding.

Details of any funds materially in deficit

N/A

Further financial review details

(Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity; investment policy and objectives

A plan to appoint a second member of staff who would have primary responsibility for fundraising and communications was postponed by the Trustees following discussions about current capacity to complete the pre-employment requirements in the strategic plan.

Membership and external individual (and occasional organisational) donations, together with sales of our training and our informational audio visual resources are FPP's principal sources of funding.

We are extremely grateful to all those who support FPP financially, as well as those who gift their time and experience. This allows FPP to continue to work to achieve its aims and objectives.

Section F

Other optional information

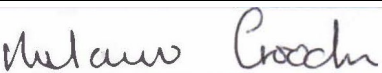
N/A

Section G

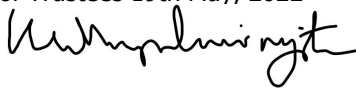
Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Kathryn Livingston	Melanie Goodwin
Position (eg Secretary, Chair, etc)	Chairperson	Secretary
Date	19th May, 2022	

First Person Plural (CIO) - Charity Reg No 1156602				
Income/Expenses Accounts				
For the period 1st April 2021 to 31st March 2022				
	2021-2022		2020-2021	
	Unrestricted	Subtotals	Unrestricted	Subtotals
Income				
Donations	£10,137.22		£90,169.94	
HMRC Gift Aid		£3,125.09		£829.69
Memberships		£2,452.43		£1,832.00
Hurting to Healing		£200.00		£68,930.89
DissocDID		£87.68		£588.43
Individual Donors		£2,491.40		£15,881.81
Fundraiser		£1,780.62		£2,107.12
ESTD-UK Collaboration	£0.00		£3,164.19	
Administration costs		£0.00		£1,234.67
ESTD-UK online training		£0.00		£1,929.52
Investment income	£25.84		£119.07	
Bank Interest		£25.84		£119.07
Sales	£1,180.13		£941.64	
MP4 & DVD		£1,180.13		£641.64
Laptop		£0.00		£300.00
Training Income	£2,950.00		£1,900.00	
Consultancy fees		£500.00		£1,150.00
Commissioned		£2,450.00		£750.00
Total Income this period	£14,293.19		£96,294.84	
Expenses				
Administration (note 1)	£2,187.08		£1,615.92	
Digital online services		£1,142.91		
Computer Software		£514.80		£964.02
ICO Registration		£35.00		£35.00
Internet Services Members Forum		£0.00		£57.07
Internet Services Training Evaluations		£0.00		£41.94
Internet Services Website Hosting		£0.00		£72.00
Phone		£160.00		£98.21
Postage		£186.40		£121.90
Print/Copy		£66.18		£49.00
Stationery		£81.79		£32.90
Annual Zoom Fee		£0.00		£143.88
Bank Charges	£20.76		£93.22	
PayPal		£18.91		£33.63
Service charges		£1.85		£0.00
ESTD-UK online booking charges		£0.00		£59.59
Catering	£96.43		£0.00	£0.00
Hospitality		£96.43		£0.00
CPD	£621.65		£0.00	
Trustee Training Course		£378.00		£0.00
Safeguarding courses		£243.65		£0.00
ESTD UK Collaboration	£0.00		£5,052.04	
Forfeited Conference deposit contribution		£0.00		£2,832.48
Online training		£0.00		£1,752.89

Non-training		£0.00		£466.67
Training/Conference		£0.00		£0.00
Dues and Subscriptions	£191.62		£155.45	
ESTD Membership		£73.62		£77.85
NCVO Membership		£118.00		£0.00
Benefits and Work subscription		£0.00		£77.60
DVD Sales refund	£14.34			
Insurance	£748.04		£524.52	
Indemnity & Liability Insurance		£558.84		£524.52
Cyber Insurance		£189.20		£0.00
Office equipment	£884.93		£0.00	
Laptop		£683.99		£0.00
Filming equipment		£115.95		£0.00
Mobile phone		£84.99		£0.00
Premises	£3,670.92		£2,208.96	
Rent		£3,670.92		£2,208.96
Staff Costs	£15,940.65		£14,202.94	
Salaries		£15,471.33		£13,856.94
Staff Home working allowance		£312.00		£346.00
Pension		£157.32		£0.00
Professional fees	£380.00		£380.00	
Independent examination of accounts		£380.00		£380.00
Travel	£65.95		£0.00	
Total Expenses this period	£24,822.37		£24,233.05	
TOTAL BALANCE this period	-£10,529.18		£72,061.79	
Total Cash Assets @ 31/03/21	£98,899.38		£108,878.99	
Co-operative Current		£866.92		£1,109.98
Co-operative Savings		£97,625.80		£106,849.96
PayPal		£404.16		£916.55
Petty Cash		£2.50		£2.50
Other Assets Total (note 2)	£4,700.07		£5,138.40	
Outstanding invoices		£0.00		£200.00
2 (20-21) / 1 (21-22) x Laptop computers		£793.41		£561.50
Office mobile phone		£52.49		
1 x Printers		£20.00		£40.00
Office furniture		£137.20		£274.40
Other office equipment		£71.97		£0.00
DVD sales stock (note 3)		£3,625.00		£4,062.50
Other Liabilities total	£434.65		£85.08	
Pension		£91.78		£0.00
Payroll liability (Tax/NI)		£342.87		£85.08
Accounts prepared by Lesley Thomas, Business Manager on 19/04/2022 from the books and records of First Person Plural (Charity Registration Number 1156602) and agreed by Kathryn Livingston, Honorary Treasurer. I declare that to the best of my knowledge and belief these accounts represent an accurate record of the CIO's finances on 31st March 2022. Approved by Board of Trustees 19th May, 2022				
				

Notes

- 1 Administration: Digital online services now includes Internet Services Members Forum, Internet Services Training Evaluations, Internet Services Website Hosting, and Quickbooks Online accounting which was previously categorised as computer software.
- 2 Current Value of Assets recalculated using revised depreciation rates as recommended by JMS Accounting in 2021. Thus depreciation of laptops / printers/phones and other office equipment now @ 25% pa over 4 years since date of purchase; and at 10% over 10 years since date of purchase for office furniture.
- 3 DVD stock = approx 362.5 units (1 unit = 2 dvds i.e. 1 each of two separate but linked films) - Stock now being sold at estimated average of £10 per unit. Figures for 2020-2021 (without office access to count stock due to covid restrictions) and 2021-2022 value estimated by KL with acknowledgment of slight discrepancy between years due to this estimation and estimated average unit value change. This explained to Trustees at their meeting on 19th May 2022 and approved.



Section A

Independent Examiner's Report

Report to the trustees/
members of

First Person Plural

On accounts for the year
ended

31 March 2022

Charity no
(if any)

1156602

Set out on pages

1 to 3

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 / 03 / 2022.

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Signed:

Date:

27 June 2022

Name:

Melissa Smith

Relevant professional
qualification(s) or body
(if any):

CIMA dip MA, MAAT

Address:

172 Lawnswood Road, Stourbridge, DY8 5LW

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.