



REPORT AND ACCOUNTS

for the annual financial period ended

31st March, 2020

for

Plymouth VCSE (POP+)



Charitable Incorporated Organisation

Registered Charity CIO No: 1167515



OUR YEAR IN NUMBERS 2019-2020

- **280** members
- **£43,968** in grants
- **31** Street-to-Scale banks (funded with £9k match funding)
- **4** Learning & Collaboration projects
- Contribution to Food Plymouth's Sustainable Food City Award
- **£132,390** towards POP+ core costs
- **253** people attended our 5 POP+ events (incl two SIMPL events)



- ~**100** organisations & community groups attended our training
- Supported **275** groups & organisations in Plymouth
- Pitch Your Project: **17** pitched | **13** funders | **£110K** secured
- Raised **£635K** in grant funding for 31 Plymouth groups & orgs
- **13** training workshops held
- **93%** of respondents rated POP ideas as excellent or good



- Over **100** events organised
- Supported over **100** people
- Researched and recorded ~**300** community activities
- 4 in-depth local communities mapped
- **30** people supported with bespoke information, support & guidance

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LEGAL AND ADMINISTRATIVE INFORMATION

Charity Name and Number

Plymouth VCSE (POP+): registered charity number: 1167515.
Charitable Incorporated Organisation registered on 7th June 2016.

Trustees

Roger James Mitchell	
Alan Butler	
Chris Forster	
Josephine Bussell	
Wendy Hart	
Cindy Willcocks	
Sara Rhodes	
Andi Higginson	
Karen Pilkington	Appointed October 19
Jabo Butera	Appointed October 19
Lesley Coulton	Appointed October 19
Martin Eric Mills	Appointed October 19
Jackie Young	Resigned April 19
Tracey Holman	Resigned July 19
Michael Belcher	Resigned August 19
Andrew Robertson	Resigned September 19

Chairperson

Alan Butler

Principal Office

Devonport Guildhall
Ker Street
Plymouth
PL1 4EL

Independent Examiners

Vickery Accounting Services
Patto Owriak, Allen Park
St Kew Highway
Bodmin
PL30 3AR

Bankers

CAF Bank Ltd.
25 Kings Hill Avenue
Kings Hill
West Malling
Kent

REPORT OF THE TRUSTEES

for the 12 month period ended 31st March, 2020

The trustees present their report along with the externally examined financial statements of the charity for the annual period ended 31st March, 2020. The financial statements have been prepared in accordance with the accounting policies set out on page 29 and the recommendations of the Statement of Recommended Practice - Accounting and Reporting by Charities.

CONSTITUTION AND OBJECTS

Plymouth VCSE (POP+) is a registered charity CIO No. 1167515, registered on 7th June, 2016. The objects of the charity are to promote the voluntary sector and to promote the efficiency and effectiveness of other charitable organisations for the benefit of the public in the area of Plymouth and its environs.

ORGANISATION

The trustees who have served during the period under review are set out on page 4.

ACHIEVEMENTS AND PERFORMANCE

The objectives have been satisfactorily achieved during the year.

RISK MANAGEMENT

The trustees have examined the major strategic, business and operational risks which the charity faces and confirm that systems have been established that enable regular reports to be produced so that the necessary steps can be taken to lessen the risks.

TRUSTEES' RESPONSIBILITIES

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's state of affairs during the financial period and of its financial position at the end of the period. In preparing those accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the applicable accounting standards and statements of recommended practice have been followed subject to any departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis, unless it is inappropriate
- to presume that the charity will continue in business.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 1993.

They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees and signed on their behalf by:

A handwritten signature in black ink, appearing to read "A. Butcher".

Dated 5th October 2020

CHAIR'S REPORT

The POP+ trustee board welcomed four new members at the annual general meeting in October 2019 - Karen Pilkington, Jabo Butera, Lesley Coulton and Martin Mills. They came on board during a twelve months that has been a very different and very challenging for us all due to the effects of coronavirus and their input has been invaluable.

From the perspective of the board, we would want to thank Roger Mitchell, our longstanding chair, who stepped down from that role in this period. Tough act to follow that he is, the board decided to try something new (as is the way with POP+) and implemented a rotating chair role which has seen Cindy Wilcox and Lesley Coulton initially in that role. As this is written in August, it's myself, Alan Butler, and by the time you read this at the AGM, Wendy Hart will be your chair. The process has led to some interesting discussions and dynamics around the role of trustee and we all continue to learn all the time.

As mentioned before, this has been a very different and difficult year for everyone and the whole trustee board would want to offer their thanks to the POP+ staff who have rallied around so strongly and found new ways and methods of working to support the ongoing work of POP+ and the shifts in what we do to respond to the need that's out there. The Neighbourhood Care Networks are a good example of that and thank you to all the staff and volunteers that have supported that initiative.

With regards to POP+ staff, November 2019 saw Jan Horrocks step down from her role as "Organisational Support and Co-ordination" which barely begins to describe the impact she had on POP+. Jan was one of the few people to have been with the organisation since its initial inception as a project for The Zebra Collective and through all those years the words "organisation" and "support" were the touchstone of what Jan did. Throughout the years, she kept all those involved in POP+, be they staff, volunteers, trustees, members or associations on the straight and narrow and we want to thank her for all she's done to get us to this point as we look forward to another year.

Dr Alan Butler

POP+ Chair of Trustees, June – August 2020

INTRODUCTION

During 2019-2020 POP+'s mission statement was written and agreed as a result of conversations that started with how best to use the Esmee Fairbairn Foundation's funding.

"POP+ supports and leads real, purposeful and lasting change in Plymouth.

Our purpose is to build strong grassroots organisations, charities and social enterprises by supporting them to work together and take a lead role in creating change.

We are driven by the energy, passion and skills of local people taking action to make our society and environment a better place to live. A small team of dedicated staff, associates and trustees do this by influencing, connecting, training and creating opportunities.

Our values define everything we do: we are committed to building and strengthening trust and relationships; collaborating with others and being innovative. With all our work we strive to learn - and encourage learning - through our actions."

We do this through:

- Having a membership of grassroots groups and organisations who we nurture through our core offer.
- Advocating and supporting the growth of active citizens and social connectivity.
- Working strategically to support grassroots organisations, charities and social enterprises.

We are known for:

- Convening and facilitating exciting, innovative spaces in which people connect
- Providing excellent advice to grassroots groups
- Being system thinkers and bringing new ways to understand the challenges we face
- Our funding advice & support to members
- Achieving high levels of success regarding funding applications
- Our appetite for risk; our willingness to try new things and to learn as we go

Some of the important questions driving this year's work have been:

If we understand collaboration to be central to success, how do we achieve this in everything we do?

- Our values define everything we do, but sometimes they conflict, so how do we work our way through this?

- We think participation is critical to good decision making - particularly with our members and concerning the Esmee Fairbairn funds - but how do we achieve a practical balance?
- We want to be a learning organisation but what does this look like in practice?

2019-2020 saw Matt Bell's first full year as CEO. The priorities have been:

- Establishing a clear framework for the Esmee Fairbairn Foundation; funding then designing the launch of the Year 2 funding while, at the same time, maintaining participation & collaboration at the heart of our work;
- Launching the Plymouth Neighbourhood & Community Network;
- Shoring up internal financial reporting and systems;
- Implementing the use of Salesforce - a Customer Relationship Management system;
- Starting a conversation about POP+'s role in support of citizen action and social connectedness;
- Securing further funding for the SIMPL (Social Investment Market Place Links) project and POP+'s support for building a social economy
- Recruiting Learning Champions & establishing the role
- Connecting strategically with Plymouth City Council and Devon CCG
- Moving to a peer support approach within Positive People

Through the year we saw a further increase in our membership: as of the 31st March 2020 we had 280 members (256 Full Members, 24 Associate Members).

LEARNING AND EVALUATION

POP+ chose to develop a role to promote learning and evaluation within the team. We facilitated a “Creative Evaluation Event” to enable a discussion on how and why we evaluate. It was held at The Theatre Royal and involved twenty people. It was identified that appointing an internal staff role would work best for a number of reasons:

- learning would be embedded in our everyday activity
- we would have a role that would sustain our relationships with those organisations and groups funded through POP+
- it would be easier to capture unexpected learning

POP+ recruited two part-time learning champions - Kim and Charlotte – who started in October 2019. The role has developed into:

- Building relationships and having the time to connect.
- Drawing out learning from the relationships and connections; encouraging reflective practice.
- Drawing out the ‘cumulative effect’ of conversations - themes, common threads and using these to further inform.
- Offering a reflective space within POP+, by learning through doing, so POP+ walks the talk.

REFLECTIONS on April 2019 - March 2020 – WHAT HAVE WE LEARNT?

POP ideas learning

The COVID pandemic highlighted the reality that the charitable and social enterprise sector is fragile and is still very much dependant on grant funding, rather than traded income. Building on good relationships with funders and key strategic partners have been key when we have needed to influence and work together in order to support the sector.

To deliver a meaningful and valued capacity building service, continuous listening to feedback is essential. We do this using our annual satisfaction and impact survey, but also through our conversations with those groups and organisations that come to POP ideas needing support. This ability to listen and adapt the training offer was paramount during the COVID pandemic.

Providing a theme for the Pitch Your Project event works! In previous years we have enabled the events to be open pitches for any project. However, this year's pitching event we decided to theme it around children and young people and mental health projects. This enabled us to ask the right funders to be at the event, and it also provided the opportunity for like-minded projects to talk with each other and develop new collaborations.

Having a delivery team of staff and associates with a range of different skills/expertise is the only way to ensure an excellent capacity-building service is delivered. The POP ideas team consists of highly experienced individuals with cumulatively over 100 years of working in the charitable and social enterprise sector!

This year we acknowledged the need to continue to extend our reach - further and deeper - into the Plymouth community. POP ideas have been delivering capacity support for six years, and whilst we have helped over 500 groups and organisations, this is we estimate about a third of the size of the sector in Plymouth. So, our aim going into the next year is to reach those who don't know about us yet.

Street-to-Scale learning

We launched Street-to-Scale in July 2019 and had more than thirty-five submissions in three weeks. As a funding mechanism aimed towards groups of citizens to promote increased trust and activity in the community, it reminded POP+ that our role with funding is to test new approaches. We made a few mistakes by not setting clear expectations and we used our existing communication channels. We learnt that this meant we only reached people already connected with POP+ and not those beyond our reach. We also found that having fewer rules does not always feel better at first, especially for people used to more traditional funding routes. Although we did see that this freedom encourages amazing innovation and new ideas emerge. Finally, there was a salient challenge from our partners Ratio that made us reflect on whether, as an organisation, we can unintentionally 'get in the way' of community action.

Learning & Collaboration Fund learning

We launched the Learning & Collaboration Fund in October 2019. This funding route used a relatively traditional funding application process, but unlike during Year 1, we had a rolling application process with a panel - the "Network of Networks" which met every two months. We brought a much more explicit focus on collaboration and we required that every bid had other organisations involved.

The process made us question, above all, how we could maximise the input and intelligence from the Network of Networks in the decision-making process whilst managing any conflicts-of-interest. We also found maintaining the engagement of many of those on the panel challenging.

Early reflections from the eight collaborations funded highlighted the importance of space and time for people to develop relationships and to work out their role within their project. The core funding that was provided allowed project plans to change and, through this, encouraged innovation and the exploration of new ideas.

Positive People learning

In September 2019 we started testing a new approach that was based on a peer-support model of working. This meant we moved to a more explicit strength-based way of working. There were, and still are, continuous reflections on how to do this successfully: how well we balance our natural inclination to 'fix' someone's problems and when we support someone's own personal agency to enable them to solve their own problems.

Another area of learning was around the development of the “Ready, Steady, Thrive” programme with peers co-writing with a member of staff.

SIMPL (Social Investment Market Place Links) lessons & redraft

Through Exeter Co-Lab; Torbay Community Development Trust and POP+, the SIMPL project aimed to expand the marketplace for social investment. It was recognised that the opportunity to use social investment was being missed by charities and social enterprises across Devon. As the first year progressed it became clear that it wasn’t just awareness raising that was important to build the opportunities for social investment, it was taking a step back and focussing on purpose and all forms of finance. Starting a step back helps show how social investment can be maximised alongside other forms of finance such as grant funding and government sources.

Over the course of that year the role of Essence; PSEN and Local Spark Torbay was heightened and we came together as a strong collaborative focussed on the common purpose of growing a robust social economy across Devon (and beyond). To begin to tackle these issues we collectively believe that we need a philosophy that is:

- Human - showing more empathy, creativity, passion and trust
- Learning - using data to learn, to be more accountable and striving to improve our work
- Systemic - thinking about the whole rather than the symptoms

We believe that by creating the conditions for effective social investment more wisely using a Human, Learning, Systems (HLS) philosophy <https://www.humanlearning.systems/> we can begin to tackle complex social and environmental issues more effectively.

Internal learning

Over the last year, POP+ has been going through a process of change. Much of our work internally has been focussed on maintaining the excellent culture present in the team, whilst implementing a new database system (Salesforce) and shoring-up the organisation’s financial management. The team embraced the new CEO, Matt Bell, and the new ideologies and methods that he brought with him. Although bumpy at times, a strong network of trust has developed ensuring stronger individual relationships and a team committed to delivering the POP+ mission as one.

NURTURING OUR MEMBERS

POP+ CAPACITY-BUILDING SERVICE (POP ideas)

POP ideas is a service delivered by POP+ and Iridescent Ideas that provides advice for small, large, new or established voluntary, community and social enterprise organisations in Plymouth. Its purpose is to build strong grassroots organisations, charities and social enterprises by supporting them to work together and take a lead role in creating change. The POP ideas service provides funding advice; project and business planning support; training; signposting and resource sharing.

This year 2019-2020 we:

- Supported 275 groups and organisations in Plymouth. This includes community groups, voluntary sector organisations, social enterprises, charities and community businesses.
- Raised £635,000 in grant funding for thirty-one Plymouth-based groups & organisations.
- Nearly a hundred community groups and organisations attended thirteen training workshops on, for example, legal structures; presenting with confidence; project management; securing grant funding; financial management; social impact and social media.
- Provided timely, accurate and relevant information through monthly newsletters and interactive social media including the POP ideas website.
- 93% of respondents said that overall, the quality of Pop ideas is excellent or good.

This year we moved into a new phase of funding as our Plymouth City Council contract ended and was replaced by investment from the Esmee Fairbairn Foundation.

We have continued to develop deeper partnerships with organisations like Our Plymouth; Plymouth Social Enterprise Network; national and regional funders; the health and well-being hubs; Plymouth's Inclusive Growth Group and Plymouth City Council where we play a key role representing the voluntary and community sector.

We have continued to deliver a strong programme of workshops that consistently achieves high satisfaction and impact.

Case Study: Hands in Harmony

Hands in Harmony Signing Choir uses British Sign Language (BSL) to sign songs, with music, at venues in Plymouth. It is a voluntary community group that was established in February 2019. It aims to bring deaf and hearing people of all ages, abilities and gender together to reduce social isolation. POP ideas helped the group form its constitution, open a bank account and supported them secure funding.



"The chair was directed to a Council fund for a Mayflower 400 grant and was supported by Imogen in making an Awards for All application. Both applications were successful."

Bev George, Chair of the committee

PITCH YOUR PROJECT EVENT May 2019

The first ‘pitch’ event, organised by Plymouth Octopus Project (POP+), was held in 2015. Since then more than £1.6m has been invested in twenty-two Plymouth-based initiatives. Almost all are ‘grass-roots’ projects working in, and with, local communities supporting some of the most vulnerable people in the city.

In May 2019:

- 17 Plymouth-based groups & organisations pitched at the event
- £110k was secured in grant funding
- 13 funders attended the event, including the Tudor Trust; Devon Community Foundation; BBC Children in Need and The National Lottery Community Foundation



LEARNING AND COLLABORATION FUND



PHOTOS FROM BIG FIX EVENT

The Learning and Collaboration Fund was designed to incentivise collaboration and, in doing so, aimed to increase and deepen relationships across the city. By supporting opportunities to learn together POP+ hoped it would lead to improved outcomes for projects and citizens. Two rounds of funding of £20k each have been offered, with a maximum of £5,000 per application, seeking collaborations which value:

- Trust & relationships
- Collaboration & inclusion
- Taking risks & innovating
- Learning through doing

Four different collaborations received funding in January 2020 as well as a small contribution made to a parent-led communication group. A further four were successful in May 2020. The focus is primarily on the collaboration of the organisations and how they learn together through the project they have chosen to deliver. Conversations continue with each collaboration, to hear how and what they are learning, so that this can be shared.

ACTIVE CITIZENS AND SOCIAL CONNECTIVITY

STREET TO SCALE - CITIZEN LED FUNDING

Street-to-Scale funding opened in July 2019 and within weeks, POP+ had received more than fifty expressions of interest. Twenty five projects were completed with a further seven, youth-led, projects made possible with funding via Ratio CIC from the Tudor Trust. Street-to-Scale fund believes you know what's best for your community. £1,000 is on offer for up to ten individuals working together in a group, for a short and limited period of time, to spend on improving their lives, their well-being and/or their community.



(Matthias Community Garden Project)



(Medifest 2020 Event)

BUILDING AN APPROACH TO COMMUNITY: CITIZEN ACTION DAY ONWARDS

Started in March 2019, POP+ shared the hosting of a Citizen Action Day with RIO & The Alternative. From that event we continued to speak to a range of organisations and involved over 25 organisations in the development of an approach over a series of meetings. We met with the Director of Public Health and by December we developed a vision around prevention with community at the heart:

Many of the demand and cost pressures in the statutory system flow directly from symptoms related to poverty and low community cohesion. The root of prevention is in community and connection so, when taking action we must consider:

- The overwhelming evidence for the need to build stronger, longer lasting relationships at all levels (e.g. between individuals, between organisations and between individuals and organisations).
- Creating an ecosystem in which connection and social action thrive, rather than commissioning a service.
- Collaborating and committing to giving each other the time and capacity to engage on this complex issue.
- Accepting that we do not always know what to do, nor how to do it: be prepared to embrace innovation; to experiment and, ultimately to learn.
- Recognising we are operating in a complex adaptive system and, therefore, traditional methods of planning do not work, instead we must innovate our ways of working.
- Focus our attention on citizens and the community, not on services.

We used this to influence Plymouth City Council on the spending of an additional £5m (Fair Shares) in to Plymouth from Devon CCG. POP+ was then involved in developing approach and a focus on community resulted. At the same time we submitted a bid to the Kings Fund/The National Lottery Fund, Healthy Communities Together Fund. In July 2020 we heard we have been chosen and are down to last 40 applications.

POSITIVE PEOPLE DEVON

Positive People continues to support people in and around Plymouth to build their confidence and resilience, reduce loneliness and social isolation, connect to others, gain new skills and, where appropriate, to make definite steps towards work or training.

Individual and collective support

- Over 100 events organised
- Worked with a variety of partners across the city and beyond
- Supported over 100 people; one to one, group work and helped some access additional services specific to their needs
- Worked closely with Torbay Community Development Trust to develop peer programmes
- Developed process and structure for small volunteer programme

Community Connecting

- Researched and recorded approximately 300 community activities, groups and events for our database
- 4 in-depth local communities/areas visited to complete more detailed community mapping
- Supported 30 individuals with bespoke information, support and guidance

Sustain

Inspired by the SUSTAIN project, three peers who have been with Positive People started to develop a 5 week programme based on the New Economic Foundation's 5 Ways to Wellbeing (Connect, Learn, be Active, Notice, Give).

WORKING STRATEGICALLY

SIMPL – THE BARROW CADBURY CONNECT FUND

2020 marked the end of SIMPL 1.0, from the end of project report “The Social Investment Market Place Learning (SIMPL) programme was designed to develop understanding of the barriers to developing the social investment market and raise awareness of the opportunities, risks and potential benefits of social investment. SIMPL operated across Exeter, Torbay and Plymouth during 2018 and 2019.

Key activities of the programme were:

- Organising eight events across the three localities which engaged a total of 205 individuals, 301 attendances and 153 separate organisations.
- Creating a new bespoke web site providing a platform for new resources on social investment and existing material and links.
- Establishing and using a bespoke social media channel to share news and information and encourage networking around social investment.
- Developing understanding and insight into the barriers and opportunities to opening up the social investment market through discussions and other interactions with commissioners, social investors and voluntary, community and social enterprise organisations.

Key impacts of the programme were:

- Increased understanding of social investment; feedback shows that 89% of people attending a SIMPL events increased their understanding; with 39% saying by “*a lot*”.
- Increased understanding of *the range of social investment opportunities*; 82% reporting their understanding had increased; 33% stating “*a lot*”.
- Event participants taking follow up action; 85% reported they would take action in response to the event with 18% saying they would be “*now actively considering social investment*” and 67% saying they would be “*finding out more*”.
- Greater insight into the barriers and opportunities in social investment amongst project partners, commissioners and social investors themselves.
- The development and establishment of an effective collaborative relationship between the three partners organisations.

Overall, SIMPL achieved a valuable impact on people’s awareness and understanding of social investment and gained and shared insight on what constrains the existing market. The programme has generated useful learning around effective ways of raising awareness and knowledge and has established legacy of collaboration and partnership working between the partners.

SIMPL has provided a valuable foundation for a longer-term, more targeted and nuanced approach to enabling the social investment market to work more effectively in helping social purpose organisations address the needs of their communities.

ATTENDANCE AT KEY MEETINGS

Inclusive Growth Group – this group feeds into the Plymouth Growth Board, focussed on creating a Chartermark that Plymouth business and organisations could sign up to show they were socially and environmentally responsible organisations.

Together for Childhood Governance Group – this group oversees the delivery of the Together for Childhood programme in Ernesettle. The programme aims to prevent child sexual abuse and takes a place-based approach. POP+ support on the community engagement building block.

Health & Wellbeing Board – brought in through the introduction of the Health and Social Care Act 2012, the Health & Wellbeing Board aims to work together across health and social care and address the key issues that undermine the health and wellbeing of those we serve in the city of Plymouth.

The Local Care Partnership Group formed as a result of conversations about integration within health and social care. This meeting only met twice during last year.

Fair Shares meeting – The fair Shares funding is a rebalancing of an historic inequity in health funding between Plymouth and Devon. There is due to be an initial £5m investment into Plymouth on a recurring basis. POP+ was invited to represent our views based on the letter we sent to Plymouth City Council outlining our thoughts about how we could use the funding to move to a truly preventative system.

Safer Plymouth – this is the community safety partnership and brings agencies to work together to improve the safety of our communities and citizens.

Key messages we have promoted:

- Importance of recognising role of small grassroots organisations
- Recognising inequality underpins many social issues
- We need a fairer economy to address inequality
- We need to take a different approach to thinking about commissioning & funding because current approaches result in too much competition.

OUR PLYMOUTH

Matt Bell sits on the board of Our Plymouth. His role there is to maximise the role that Our Plymouth plays in supporting and connecting citizens to take civic action and volunteer.

PLYMOUTH PARTNERS & FUNDERS FORUM

POP+ has continued to host this forum which brings funding providers together in partnership every quarter to share strategic and creative dialogue.

PUBLIC RELATIONS

Throughout the year POP published regular articles about the work of the sector and POP. We successfully promoted the Pitch Your Project “Funding contest to champion city’s children”; Street-to-Scale “No Strings Attached: the great £1000 giveaway”; and that activity the resulted from Street-to-Scale.

NETWORK SUPPORT & DEVELOPMENT

For the past year, [Refugee and Asylum Seekers Network \(RAS\)](#) has met every month until the beginning of COVID where we moved the meetings online and on a weekly frequency. The network has been synchronising on the delivery of all the emergency support given to the asylum seekers in the city. From food delivery to internet and connectivity facilities, the sector has managed to access and respond to all the urgent need.

Through our collaborative approach, the Ras network has created subcommittees with the aim of responding with expertise in the different fields of challenges faced by the asylum seekers.

Currently, we have the Legal Subcommittee led by the Law clinic from the University of Plymouth which is tackling the urgent matter of access to immigration law solicitors. For the present time, only the Migrant Legal Partnership is the provider of legal advice and supported by the Law clinic, the British Red Cross, and the Devon Cornwall refugee services.

The network is getting better in its structuring and looking forward to building a well-established network able to respond to the need of our society.

The [Children and Young People Network](#) meets 4 times per year with a newsletter also quarterly. It has expanded to 159 members and groups. The members asking for guest speakers at each event. E.g. Children in Need, PCC, Plymouth Childrens safeguarding Partnership, Plymouth Hope. POP has been engaging with PCSP and PCC to make sure there is a flow of information and views between the VCS sector and statutory sector. The network has its own Facebook group. Once lockdown started the groups moved to newsletters and Facebook.

[Community Sports Network](#) meets 4 times per year. Uses different sports venues for each meeting and guest speakers. Improving Lives, Argyle trust, Royal yachting Association, Special Olympic Plymouth. Members and number attending meetings steadily increasing. PCC sport development unit and Active Devon are regular contributors. The network has its own Facebook group and newsletters. Once lock down happened the group moved to newsletters and Facebook. 216 people and groups

The [Heritage Network](#) in the last 12 months has expanded its membership greatly. 60 people and groups on the mailing list and the Facebook group currently has 92 people subscribed to it. One exciting aspect now is that, rather than just the heritage groups as members (who we value greatly) there are some geographical community groups joining with a view to finding out the heritage of their area. As a result, the heritage network is beginning to link in with many of the other networks and enabling new projects to take place.

The network was planning to host Local Studies Day as part of the History Festival in May 2020. Sadly, one the effects of the coronavirus situation was that this event had to be cancelled and the History Festival went online. Lots of the membership managed to participate in this bold new

world though with quizzes, online talks and virtual walks. At the start of the lock down the network went “virtual” and has weekly zoom meetings. Several members were keen to keep in touch, even if it was only on a computer screen so the network put out an offer, People talk about their week, they share COVID-19 concerns and actually have a laugh in face of a tough time in history.

Going forward the need to retain this platform and this connection between people. The network is also becoming more hands on in a number of projects around the city. Principally, a joint venture with The Box is a Historic England project based around a High Street Heritage Action Zone project in the city centre’s Civic Square which gives us a unique opportunity to reach out to communities and heritage enthusiasts throughout the city.

[Wonder Zoo](#), hosting arts events for local performers, POP has been supplying funding opportunities and promoting events. Since the lockdown the network has been hosting virtual events and communicating via its Facebook groups

[Plymouth Neighbourhood and Communities Network](#) held 4 meetings across the city, Plymstock, St Budeaux, Whitleigh, Milehouse tackling subjects such as food poverty, green spaces and partnerships. Unfortunately the attendance dwindled off and over the meetings a total of 68 people attended. After Christmas 2019 it was decided to pause and review at which point Covid then hit!

The [Community and Social Justice Network](#) decided to go completely virtual. This was due to the leading person changing roles and the network was already mostly communicating through electronic means already

EVENTS

Three main POP+ events were held during this period - the **Esmeé Fairbairn funding launch, POP+ Party and AGM (43 members present)** and **Learning and Collaboration, The Climate Emergency**. The events were well attended (162 people in total) with lively discussions, useful collaborations and fun entertainment.

[Leading Together - developing leadership in the community](#)

A programme of workshops was launched in September 2019 and the first event went really well. Fifteen people attended and the feedback was really positive. Momentum was however a challenge and the numbers slumped. Despite efforts to reignite the work and a redrafted offer of support, the programme ceased in March 2020. A couple of brief lunchtime meetings were held with a small group of interested people before the pressures of Covid-19 got too much. The learning has been invaluable and has influenced an offer made by POP+ as part of the Neighbourhood Care Networks initiative. SpeakEasy, facilitated by Nic Crosby and Stephane Kolinsky provides a space for people simply to talk and get to know each other and discuss the challenges of being part of an NCN, although small scale those who have participated continue to attend and greatly appreciate the space.

THE FUTURE

COVID-19 response – the world has changed. In 2020-21 look out for:

- POP taking the next steps in testing new approaches to participatory decision making and collaborative-by-default funding processes
- Neighbourhood Care Networks and building a community infrastructure beneficial in ‘peacetime’ and building resilience for future crises.
- Better sector intelligence and POP using our current reach and building membership to be able to tell the story of the grassroots sector more accurately and give them a voice.
- POPs new approach to supporting networks of identity and interest.

PEOPLE

Goodbyes

In 2019-20 we said a fond farewell to Jan. After being with POP from the very start Jan decided it was the right time for her to dedicate more attention to living a good retirement and spending time with her family. Jan has been missed as someone who knitted people together and cared deeply for them. As well as a wicked sense of humour.

We also said our farewells to four trustees Jackie, Tracey, Mik and Andrew who will be missed for their valued contributions to the direction and leadership of POP.

Staff

Jan Horrocks (left October 2019)
Deborah Penprase
Matt Bell
Imogen Potter
Chris MacCullie
Haidee Dampney
Rowan Edwards
Charlotte Brew
Kim Armstrong

Associates

Caroline Blackler (POP+)
Suzie Clancy (Positive People)
Stuart Jones (POP+)
Cathy McCabe (POP+, POP ideas)
Chas Shaw (Financial Admin)
Aydin Boyacigillar (SIMPL)
Susan Moores (POP+, POP ideas)
Paul Read (POP ideas)
Nic Crosby (POP+)
Annie Broadbent (POP+)

Trustees

Alan Butler
Chris Forster
Roger Mitchell
Cindy Willcocks
Jo Bussell
Wendy Hart
Sara Rhodes
Andi Higginson
Jackie Young (resigned April 2019)
Tracey Holman (resigned July 2019)
Mik Belcher (resigned August 2019)

Andrew Robertson (resigned September 2019)

Newly elected at 2019 AGM:
Karen Pilkington
Jabo Butera
Lesley Coulton
Martin Mills

REPORT TO THE TRUSTEES

OF Plymouth VCSE (POP+) for the period to 31st March, 2020

Respective Responsibilities of Trustees and Examiner

As the Charity's Trustees you are responsible for the preparation of the accounts; you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, whether particular matters have come to our attention.

Basis of Independent Examiner's Report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees, concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements to keep accounting records in accordance with section 41 of the Act and to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met; or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding on the accounts to be reached.

Signed:.....



M. Vickery
Vickery Accounting Services

10th September, 2020

Statement of Financial Activities (including an Income and Expenditure Account)

for the period to 31st March, 2020

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £	Total Funds 2019 £
Incoming Resources					
Grants	12	5,472	362,928	368,400	327,686
Service Fees		30,000	-	30,000	98,883
Training/ Workshops		1,119	-	1,119	167
Engagement Work		5,162	-	5,162	
Employment Allowance		-	-	-	3,000
Reimbursement - Rent		-	-	-	218
PPCV Management Fee		-	-	-	1,500
Donations		-	-	-	-
Sundry		211	-	211	20
Total Incoming Resources	5	41,964	362,928	404,892	431,474
Resources Expended					
Wages	4	11,078	120,370	131,448	151,491
Associates and Sub-Contractors		-	43,718	43,718	
Tax and NI	4	-	31,256	31,256	22,661
Pensions	4	-	6,410	6,410	2,887
Volunteers' Expenses		-	-	-	9,589
Travel and Subsistence		1,900	2,237	4,137	9,316
Payroll Services		690	-	690	773
Grants Allocated	14	-	108,968	108,968	168,411
Training/Delivery		752	400	1,152	595
Administration		800	389	1,189	2,879
Insurance		982	-	982	982
Phone and Internet		944	1,000	1,944	2,073
IT Support		1,698	375	2,073	1,269
Website		34	662	696	838
Memberships/Subscriptions		404	500	904	1,331
Promotion/Recruitment		-	13,714	13,714	22,669
Rent/Venue Hire		3,687	2,000	5,687	5,777
Events		3,514	11,761	15,275	17,892
Book-keeping		4,142	1,233	5,375	6,211
Professional Fees		770	-	770	6,368
Bank Charges		60	-	60	60
Miscellaneous		171	222	393	1,258
Depreciation	7	940	-	940	885
Total Resources Expended	6	32,565	345,215	377,780	436,214
Balance Brought Forward:		25,257	51,569	76,825	81,564
Net Outgoing Resources:					
Net movement in Funds		9,399	17,713	27,112	-4,740
Total Funds at 31st March 2019		34,656	69,282	103,937	76,825

Plymouth VCSE (POP+)

BALANCE SHEET AS AT 31st MARCH, 2020

	Notes	£	£
		31/03/2020	
FIXED ASSETS			
Tangible Assets	8		2,368
CURRENT ASSETS			
Cash at Bank & in Hand	3	80,781	
Debtors & Prepayments	9	24,198	
			104,979
CREDITORS AND ACCRUALS:			
Amounts falling due within one year	10		<u>3,409</u>
NET CURRENT ASSETS :			101,570
TOTAL ASSETS LESS CURRENT LIABILITIES:			<u>103,937</u>
CAPITAL AND RESERVES			
Restricted Funds	11	62,490	
Designated Funds	11	7,910	
Unrestricted Funds	11	33,537	
			<u>103,937</u>

ON BEHALF OF THE TRUSTEES:

:-Signed by Trustee

Alan Butler :-Print Name

Approved by the Trustees on: 5th October 2020

Plymouth VCSE (POP+)

NOTES TO THE FINANCIAL STATEMENTS for the period to 31st March, 2020

1. ACCOUNTING POLICIES:

Accounting convention

The financial statements have been prepared under the historical cost convention and on an Accruals basis.

Expenditure

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which can not be recovered.

Unrestricted Funds

Unrestricted funds are donations, fees income and other incoming resources receivable or generated for the objects of the organisation without further specified purpose and are available as general funds.

Designated Funds

Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

Restricted Funds

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

2. DONATIONS

	31/03/2020	31/03/2019		
	Unrestricted	Restricted	Total	Total
	£	£	£	£
General donations	-	-	-	-
	=====	=====	=====	=====

3. CURRENT ASSETS: Cash and Bank

	31/03/2020	31/03/2019
	£	£
Cash at Bank:		
CAF Bank	80,781	71,721
	=====	=====
	<u>80,781</u>	<u>71,721</u>

4. STAFF COSTS

Staff costs were as follows:	31/03/2020	31/03/2019
	£	£
Salaries and wages	131,448	151,491
Tax and NI	31,256	22,661
Pensions	6,410	2,887
	=====	=====
	<u>169,114</u>	<u>177,039</u>

Plymouth VCSE (POP+)

NOTES TO THE FINANCIAL STATEMENTS for the period to 31st March, 2020

1. INCOMING RESOURCES

	Unrestricted	Restricted	31/03/2020 Total	31/03/2019 Total
	£	£	£	£
Grants Received	5,472	362,928	368,400	327,686
Service Fees	30,000	-	30,000	98,883
Training/ Workshops	1,119	-	1,119	167
Engagement Work	5,162	-	5,162	-
Employment Allowance	-	-	-	3,000
Reimbursement - Rent	-	-	-	218
PPCV Management Fee	-	-	-	1,500
Donations	-	-	-	-
Sundry	211	-	211	20
	<hr/> 41,964	<hr/> 362,928	<hr/> 404,892	<hr/> 431,474

2. DIRECT EXPENDITURE

	Unrestricted		31/03/2020	31/03/2019
	General	Restricted		
	Fund	Fund		
	£	£	£	£
Wages	-	120,370	120,370	151,491 }
Associates and Sub-Contractors	11,078	43,718	54,796	-
Tax and NI	-	31,256	31,256	22,661
Pension	-	6,410	6,410	2,887
Volunteers' Expenses	-	-	-	9,589
Travel and Subsistence	1,900	2,237	4,137	9,316
Payroll Services	690	-	690	773
Grants Allocated	-	108,968	108,968	168,411
Training and Delivery	752	400	1,152	595
Administration	800	389	1,189	2,879
Insurance	982	-	982	982
Phone and Internet	944	1,000	1,944	2,073
IT Support	1,698	375	2,073	1,269
Website	34	662	696	838
Memberships/Subscriptions	404	500	904	1,331
Promotion/Recruitment	-	13,714	13,714	22,669
Office Rent	3,687	2,000	5,687	5,777
Events Venue Hire	3,514	11,761	15,275	17,892
Book-keeping	4,142	1,233	5,375	6,211
Professional Fees	770	-	770	6,368
Bank Charges	60	-	60	60
Miscellaneous	171	222	393	1,258
Depreciation	940	-	940	885
	<hr/> 32,565	<hr/> 345,215	<hr/> 377,780	<hr/> 436,214

3. NET INCOMING RESOURCES FOR THE YEAR

This is stated after charging:	31/03/2020	31/03/2019
	£	£
Auditors Remuneration	646	627
Depreciation	940	885
	<hr/> 1,586	<hr/> 1,512

Plymouth VCSE (POP+)

**NOTES TO THE FINANCIAL STATEMENTS
for the period to 31st March, 2020**

1. TANGIBLE FIXED ASSETS:

For valuation purposes, depreciation is calculated at the following annual rates, in order to write off each asset over its estimated useful life:
Equipment:- 20% on a straight line basis.

	Equipment
	£
Cost	
Balance b/f	4,423
Additions	277
Disposals	
As at 31st March, 2020	<u>4,700</u>
Depreciation	
Balance b/f	1,392
Charge for the period	940
Disposals	
As at 31st March, 2020	<u>2,332</u>
Net Book Value:	
As at 31st March, 2020	<u>2,368</u>
Transferred Net Book Value:	
As at 1st April, 2019	<u>3,032</u>

2. DEBTORS AND PREPAYMENTS: Amounts falling due within one year

	31/03/2020	31/03/2019
	£	£
Debtors		
Grant - CCG	20,000	-
Other	3,385	1,738
Prepayments	814	1,355
	<u>24,198</u>	<u>3,093</u>

3. CREDITORS: Amounts falling due within one year:

	31/03/2020	31/03/2019
	£	£
Creditors		
Professional Fees	646	627
Other	2,763	394
Accruals	-	-
	<u>3,409</u>	<u>1,020</u>

4. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General	Designated	Restricted	Total
	Funds	Funds	Funds	Funds
	£	£	£	£
Tangible fixed assets	2,368	-	-	2,368
Current assets	35,573	6,791	62,615	104,979
Current liabilities	3,409	-	-	3,409
Net assets at 31st March, 2020	<u>34,532</u>	<u>6,791</u>	<u>62,615</u>	<u>103,937</u>

	At 01/04/19	Incoming	Outgoing	Transfers At 31/03/2020	£			
		Resources	Resources					
Restricted Funds								
Grants:-								
Esmee Fairbairn	13,552	195,000	176,088	-	32,464			
Barrow Cadbury/SWAHSN (SIMPL)	27,723	15,600	28,301	-	15,022			
Big Lottery - BBO	3,502	62,328	65,830	-	-			
Access Foundation	-	10,000	9,996	-	4			
Postcode Lottery	-	60,000	60,000	-	-			
Devon CCG	-	20,000	5,000	-	15,000			
Total Restricted Funds	44,777	362,928	345,215	-	62,490			
Contingency Fund - Redundancy	6,791	-	-	1,119	7,910			
Total Designated Funds	6,791	-	-	1,119	7,910			
Total Unrestricted Funds	25,257	41,964	32,565	-1,119	33,537			
Total Funds	76,825	404,892	377,780	-	103,937			

1. CAPITAL COMMITMENTS

The organisation has no capital commitments as at 31st March 2020 (or 31st March 2019).

2. GRANTS ALLOCATED

Organisation	Funding Source	Amount £
Street to Scale CIC	EF	20,000
Essence	PL	20,000
Plymouth Social Enterprise Network	PL	20,000
Torbay Community Development Trust	PL	20,000
Diversity Business Incubator CIC	EF	5,000
Leadworks CIC	EF	5,000
Borrow Don't Buy CIC	EF	5,000
Our Plymouth - PCC	CCG	5,000
Food Plymouth Partnership (CIC)	EF	2,500
Horticultural Therapy Trust	EF	4,448
Onward Community Group	EF	1,020
Pollenize CIC	EF	1,000
		108,968

Funding Source Key

- EF:-** Grant - Esmee Fairbairn
- PL:-** Grant - People's Postcode Lottery
- CCG:-** Grant - Devon Clinical Commissioning Group

Plymouth VCSE (POP+)
NOTES TO THE FINANCIAL STATEMENTS
for the period to 31st March, 2020

1. PURPOSE OF RESTRICTED FUNDS RECEIVED

Grant - Unltd. Star People	This assists with the provision of advice and support to budding social entrepreneurs.
Grant - Esmee Fairbairn	To contribute to the running of the organisation and the support it provides to the voluntary sector in Plymouth.
Grant - Department for Education: Plymouth Parent Carer Voice	These funds are held and managed on behalf of Plymouth Parent Carer Voice (PPCV), a parent carer participation project.
Grant - Barrow-Cadbury	Social Investment Made Simple (SIMPL) project to bring together investors, commissioners and service providers to explore transformative impact of social investment across Devon.
Grant - Big Lottery - Building Better Opportunities	This funding is to support and help people back to work project. The funding stream is over three years.
Grant - Access Foundation	Support for the development of a place-based proposal in Plymouth for the Local Access Programme.
Grant - People's Postcode Lottery	To deliver business support, events and expand the social enterprise networks in Exeter, Torbay and Plymouth.
Grant - Devon Clinical Commissioning Group	Covid-19 related volunteer co-ordination and community support to Devon STP/NHS Devon CCG.

These notes form part of the financial statements.