

Information

Please note that there may occasionally be errors in the underlying data which are outside of Unite's control.

If something looks odd, please [contact us](#) and we will double-check the information for you.

Accounts data for public sector, co-ops, BenComms, and some charities could be unavailable.

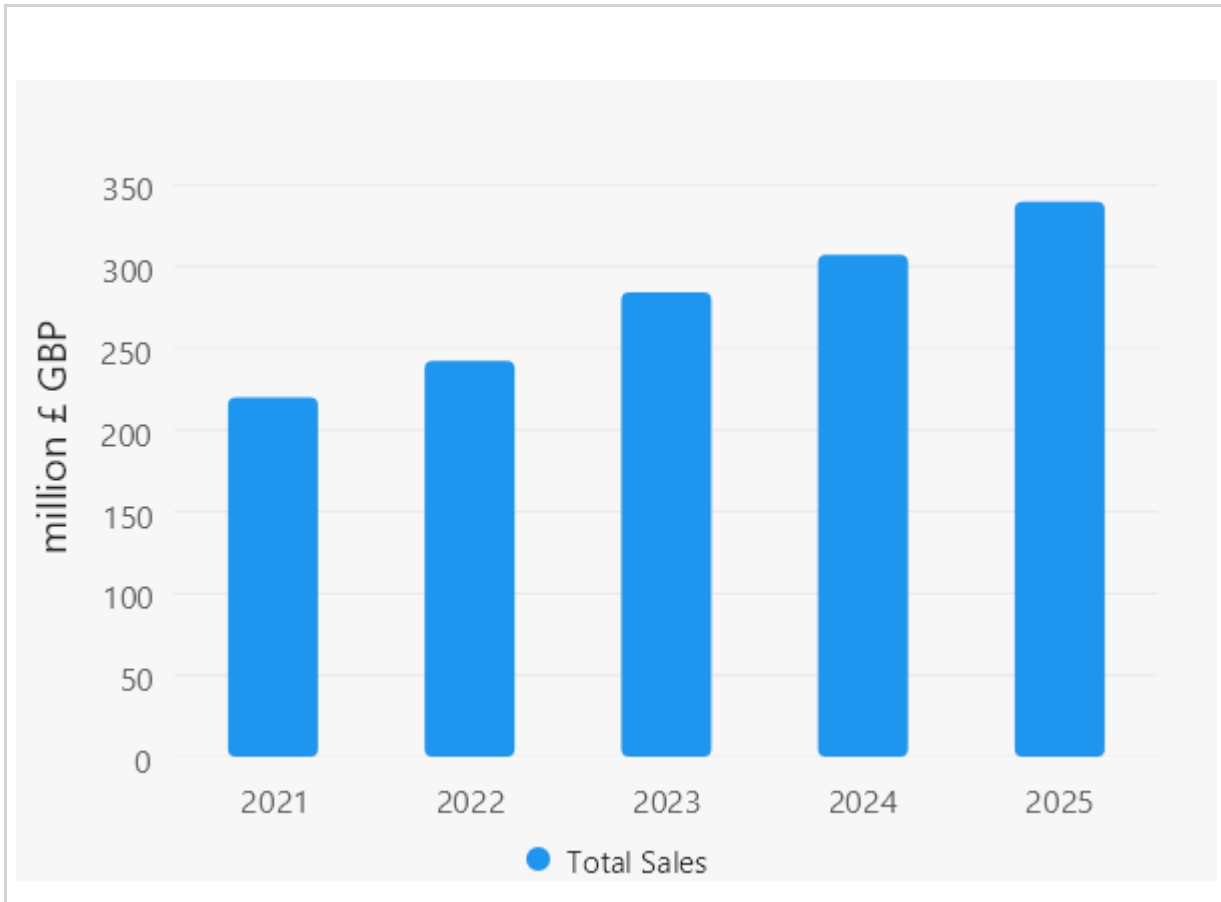
Accounts data for small companies (usually less than 50 employees) is unlikely to be complete if available at all.

Company Details

Company Name	Change, Grow, Live
Company Number	03861209
Registered Address	North Suite, First Floor, 1 Jubilee Street, Brighton, East Sussex, BN1 1GE
Overview	A group engaged in poverty in particular but not exclusively through the provision of housing. A registered charity, limited by guarantee. T/O = Total Income & endowments.
Jurisdiction	Change, Grow, Live is a company registered in the United Kingdom of Great Britain and Northern Ireland.

Turnover over the last 5 years

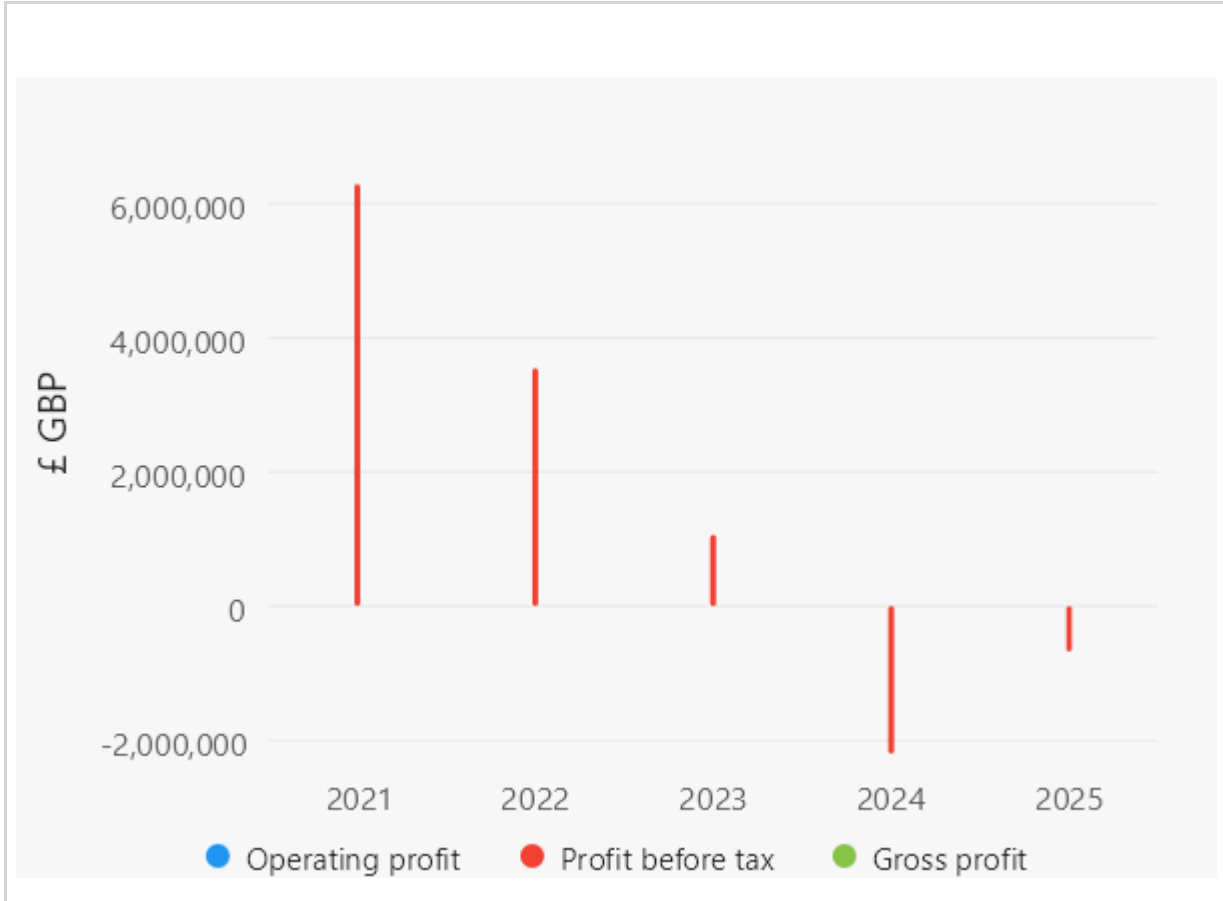
	2021	2022	2023	2024	2025
Turnover	£220.13m	£242.23m	£284.27m	£307.34m	£339.71m

2021**2022****2023****2024****2025****Change, Grow, Live**

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Profits

	2021	2022	2023	2024	2025
Operating profit	not available	not available	not available	not available	not available
Profit before tax	£6.29m	£3.55m	£1.07m	-£2.20m	-£675,000
Gross profit	not available	not available	not available	not available	not available

2021**2022****2023****2024****2025****Change, Grow, Live**

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Profit Margins

	2021	2022	2023	2024	2025
Operating profit as % of sales					
Pre-tax profit as % sales	2.86%	1.46%	0.37%	-0.72%	-0.20%

2021 2022 2023 2024 2025



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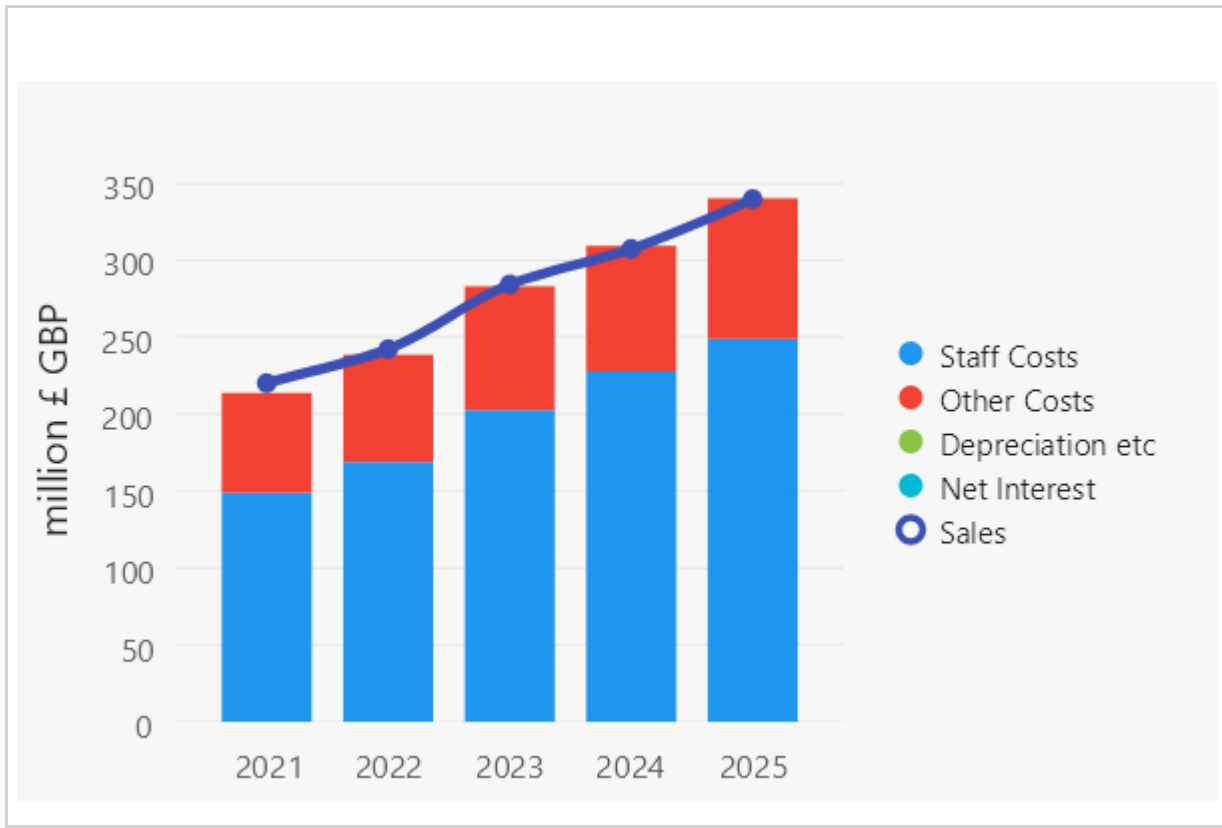
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Cost breakdown

	2021	2022	2023	2024	2025
(t) Turnover	£220.13m	£242.23m	£284.27m	£307.34m	£339.71m
(ir) Interest receivable	£0	£0	£0	£0	£0
(ip) Interest payable	£0	£0	£0	£0	£0
(e) Employee costs	£148.79m	£168.85m	£202.61m	£227.77m	£248.87m
(d) Depreciation of tangibles	£171,000	£142,000	£155,000	£152,000	£165,000
(a) Amortisation of intangibles	£0	£0	£0	£0	£0
(pb) Profit before tax (as reported)	£6.29m	£3.55m	£1.07m	£-2.20m	£-675,000
(OC) Other Operating costs (t-pb-(e+D+NI))	£64.88m	£69.69m	£80.43m	£81.62m	£91.35m
(D) Depreciation etc (d+a)	£171,000	£142,000	£155,000	£152,000	£165,000
(NI) Net interest (ip-ir)	£0	£0	£0	£0	£0

	2021	2022	2023	2024	2025
Profit before tax (t-(e+OC+D+NI))	£6.29m	£3.55m	£1.07m	-£2.20m	-£675,000

Sales, and cost breakdown 2021 to 2025



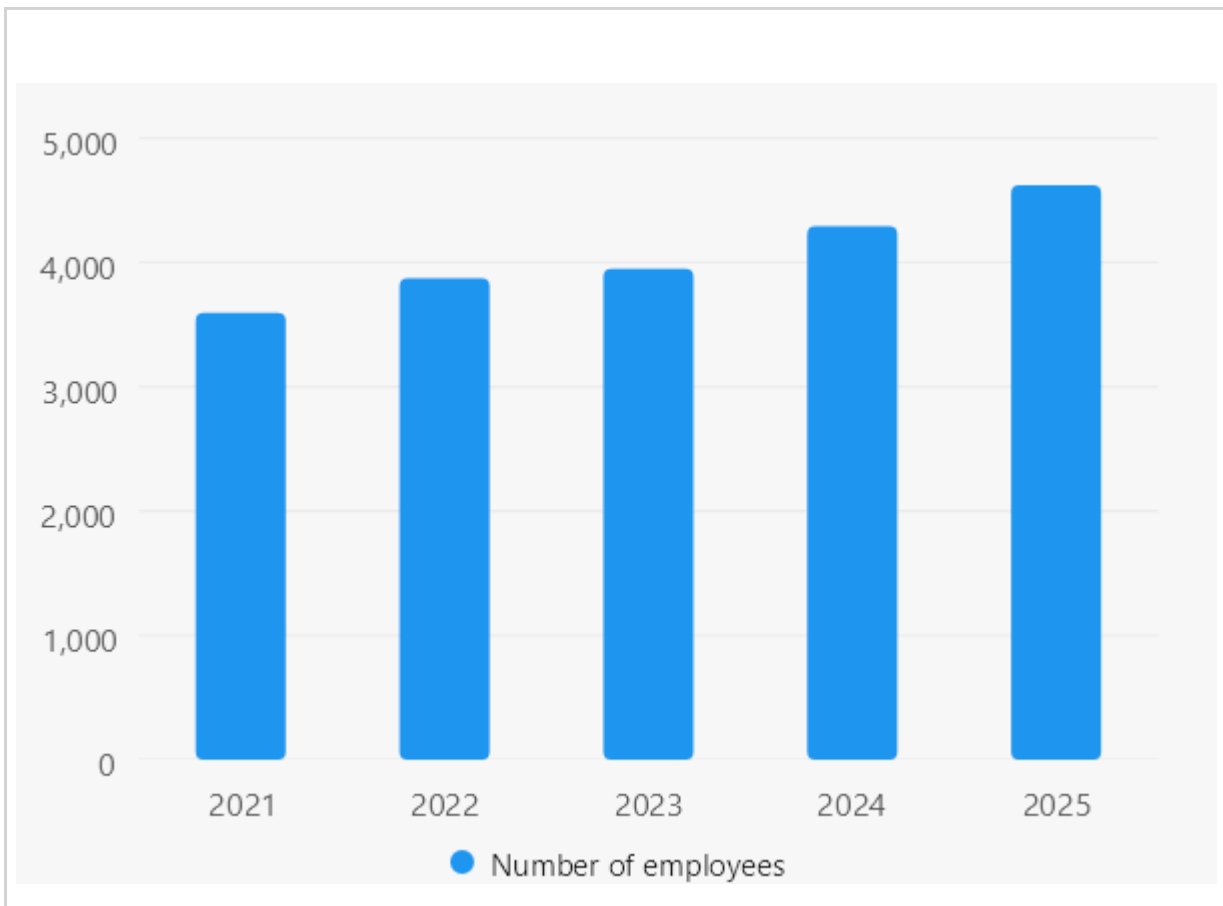
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Employee Analysis

	2021	2022	2023	2024	2025
Number of Employees	3595	3874	3952	4294	4623

Number of employees



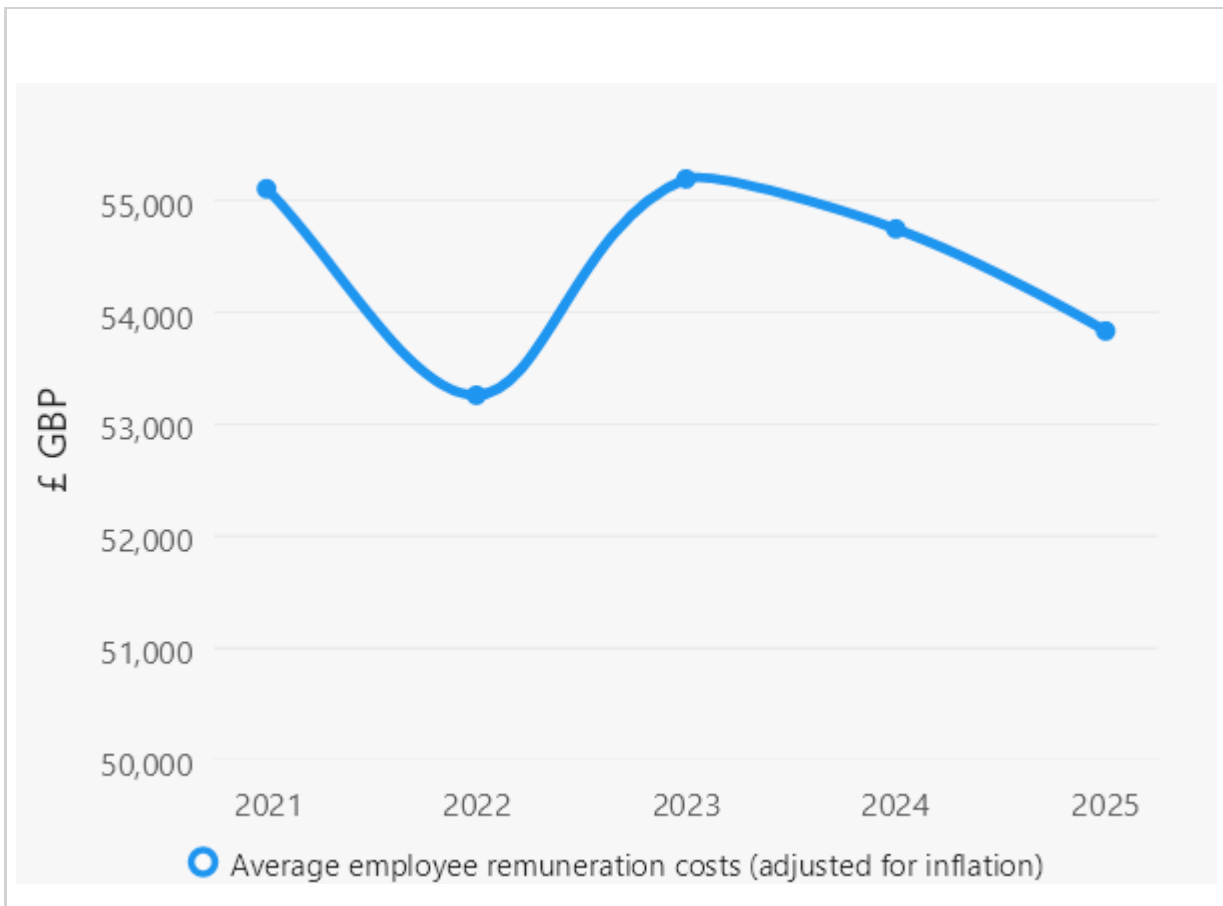
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Real terms remuneration change

	2021	2022	2023	2024	2025
Remuneration per employee	£41,387.76	£43,585.44	£51,268.72	£53,042.85	£53,833.44
RPI (ONS All Items)	296.9	323.5	367.2	383.0	395.3
Inflation to 2025	33.1%	22.2%	7.7%	3.2%	0%
Average remuneration (adjusted for inflation)	£55,000	£53,000	£55,000	£55,000	£54,000

Average employee remuneration costs (adjusted for inflation)



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Highest paid director

Highest paid director	£0	£0	£0	£0	£0
% change year on year	--	--	--	--	--

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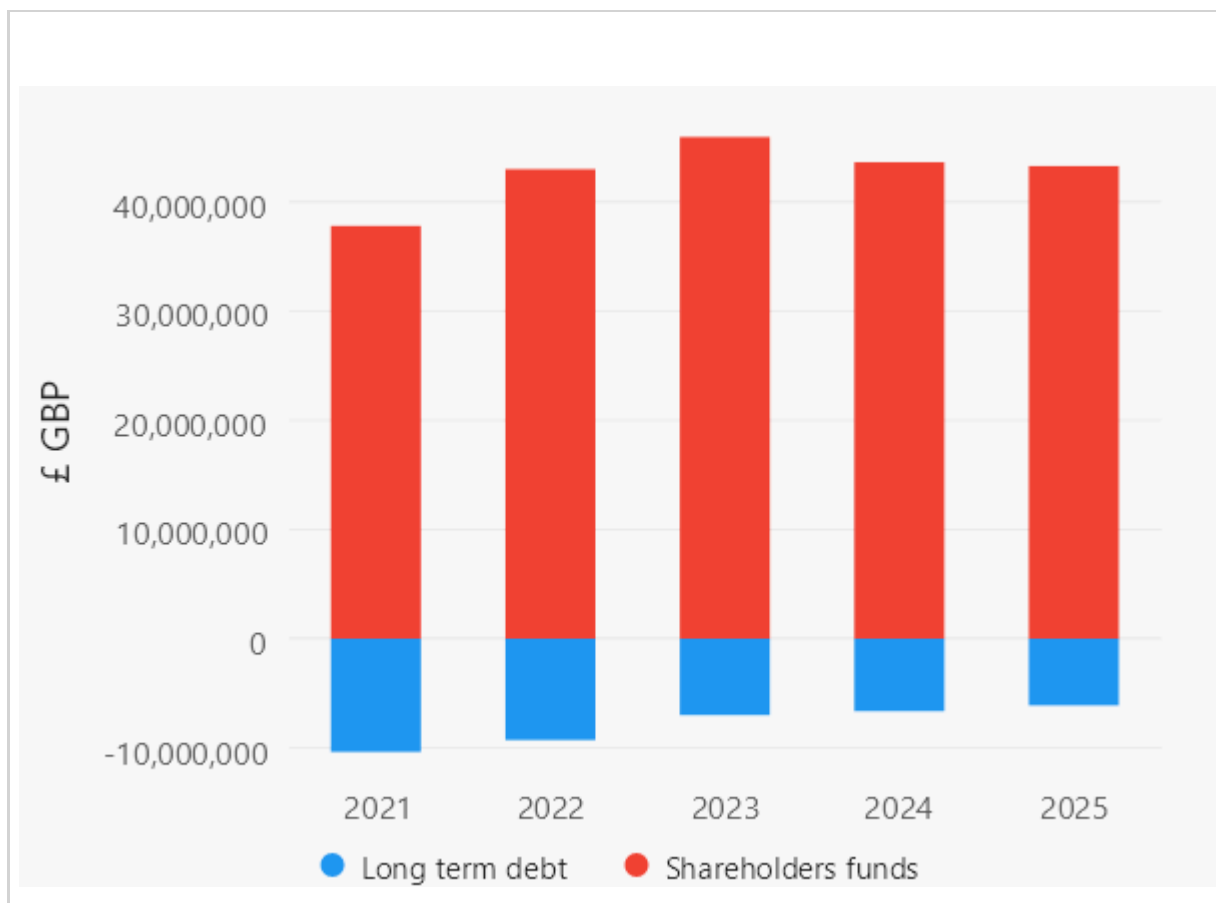
Balance sheet

Long term debt and Shareholders' equity

	2021	2022	2023	2024	2025
Long term debt	-£10.37m	-£9.29m	-£7.01m	-£6.65m	-£6.11m
Shareholders funds	£37.80m	£42.99m	£45.94m	£43.63m	£43.28m

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Long term debt and shareholders' funds since 2021



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Cash balances/ cash flow

	2021	2022	2023	2024	2025
Cash balance	£51.31m	£54.06m	£60.94m	£57.41m	£44.49m
Net cash flow from Operations	£1.05m	£2.67m	£6.07m	-£5.38m	-£14.43m
Net cash flow before Financing	£1.25m	£2.74m	£6.88m	-£3.53m	-£12.91m
Net cash flow from Financing	£0	£0	£0	£0	£0
Increase in cash	£1.25m	£2.74m	£6.88m	-£3.53m	-£12.91m

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Balance sheet summary

	2021	2022	2023	2024	2025
Tangible assets (reported)	£8.33m	£9.18m	£9.03m	£8.89m	£8.72m
Tangible assets (TFA-IA)	£8.33m	£9.18m	£9.03m	£8.89m	£8.72m
Intangible assets	£0	£0	£0	£0	£0

	2021	2022	2023	2024	2025
Total Fixed Assets	£8.33m	£9.18m	£9.03m	£8.89m	£8.72m
Current assets	£88.69m	£105.95m	£116.38m	£117.01m	£118.22m
Current liabilities	£48.85m	£62.85m	£72.47m	£75.63m	£77.55m
Long term liabilities	£10.37m	£9.29m	£7.01m	£6.65m	£6.11m
Net assets	£37.80m	£42.99m	£45.94m	£43.63m	£43.28m
Issued share capital	£0	£0	£0	£0	£0
Revaluation reserve	£0	£0	£0	£0	£0
Revenue reserves	£35.96m	£26.85m	£30.54m	£30.06m	£32.16m
Other reserves	£1.84m	£16.14m	£15.39m	£13.57m	£11.11m
Total shareholders equity	£37.80m	£42.99m	£45.94m	£43.63m	£43.28m

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Dividends and share buybacks

Dividends paid

2021 2022 2023 2024 2025

Dividends paid	£0	£0	£0	£0	£0
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Directors

Ms Victoria Steele
Ms Angelene Singleton
Mr Hamza Nabi Drabu
Mr Jonathan James Paull-Harry
Mr Michael Vavakis
Mr Lee John Phillips
Mr Richard William Wilson
Mr Timothy Richard Sampey

Ms Deborah Ruth Rozansky
Ms Susan Ann Killen
Ms Caroline Mary Shuldham
Mr Craig Nicholas Denholm

Shareholders

Name	Total %
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Subsidiaries

Name
CHANGE, GROW, LIVE SERVICES LIMITED
THE RECOVER TEAM LIMITED
THE SECRET SPACE LIMITED

Investments

No investments listed

Registered Address

NORTH SUITE, FIRST FLOOR, 1 JUBILEE STREET, BRIGHTON, EAST SUSSEX, BN1 1GE