GROUNDWORK FIVE COUNTIES

England & Wales · Charity number 1003426

Details

Other names	GREATER NOTTINGHAM GROUNDWORK TRUST, GROUNDWORK GREATER NOTTINGHAM
Status	Registered
Legal form	Charitable company
Company number	02556957
Registered	1991-07-03
Register	View on the Charity Commission register

Contact

Address	16 Commerce Square Lace Market Nottingham NG1 1HS
Phone	01159788212
Email	gn@groundworknottingham.org.uk
Website	www.groundworkgreaternottingham.org.uk

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Activities

Objects: 3.(A) THE OBJECTS OF THE COMPANY ARE TO; (I) PROMOTE THE CONSERVATION, PROTECTION AND IMPROVEMENT OF THE PHYSICAL AND NATURAL ENVIRONMENT ANYWHERE IN THE AREAS OF NOTTINGHAMSHIRE, DERBYSHIRE AND THE SURROUNDING AREAS AND (II) PROVIDE FACILITIES IN THE INTERESTS OF SOCIAL WELFARE FOR RECREATION AND LEISURE TIME OCCUPATION WITH THE OBJECTIVE OF IMPROVING THE CONDITIONS OF LIFE FOR THOSE LIVING IN OR WORKING IN OR RESORTING TO THE AREAS OF NOTTINGHAMSHIRE, DERBYSHIRE AND THE SURROUNDING AREAS AND (III) ADVANCE PUBLIC EDUCATION IN ENVIRONMENTAL MATTERS AND OF THE WAYS OF BETTER CONSERVING, PROTECTING AND IMPROVING THE SAME WHERESOEVER AND (IV) PROMOTE, FOR THE PUBLIC BENEFIT, URBAN AND RURAL REGENERATION IN AREAS OF SOCIAL AND ECONOMIC DEPRIVATION IN THE AREAS OF NOTTINGHAMSHIRE, DERBYSHIRE AND THE SURROUNDING AREAS BY: (I) THE RELIEF OF POVERTY IN SUCH WAYS AS MAY BE THOUGHT FIT; (II) THE RELIEF OF UNEMPLOYMENT IN SUCH WAYS AS MAY THOUGHT TO BE FIT INCLUDING ASSISTANCE TO FIND EMPLOYMENT; (III) THE ADVANCEMENT OF EDUCATION, TRAINING OR RE-TRAINING PARTICULARLY AMONGST UNEMPLOYED AND PROVIDING UNEMPLOYED PEOPLE WITH WORK EXPERIENCE; (IV) THE CREATION OF TRAINING AND EMPLOYMENT OPPORTUNITIES BY THE PROVISION OF WORK SPACE, BUILDING AND/OR LAND FOR USE ON FAVOURABLE TERMS; (V) THE PROVISION OF HOUSING FOR THOSE WHO ARE IN CONDITIONS OF NEED AND THE IMPROVEMENT OF HOUSING IN THE PUBLIC SECTOR OR IN CHARITABLE OWNERSHIP PROVIDED THAT SUCH POWER SHALL NOT EXTEND TO RELIEVING ANY LOCAL AUTHORITIES OR OTHER BODIES OF A STATUTORY DUTY TO PROVIDE OR IMPROVE HOUSING; (VI) THE MAINTENANCE, IMPROVEMENT OR PROVISION OF PUBLIC AMENITIES; (VII) THE PRESERVATION OF BUILDINGS OR SITES OF HISTORIC OR ARCHITECTURAL IMPORTANCE; (VIII) THE PROVISION OR ASSISTANCE IN THE PROVISION OF RECREATIONAL FACILITIES FOR THE PUBLIC AT LARGE AND/OR THOSE WHO, BY REASONS OF THEIR YOUTH, AGE, INFIRMITY OR DISABLEMENT, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES, HAVE NEED OF SUCH FACILITIES; (IX) THE PROTECTION OR CONSERVATION OF THE ENVIRONMENT; (X) THE PROMOTION OF PUBLIC SAFETY AND PREVENTION OF CRIME; (XI) SUCH OTHER MEANS AS MAY FROM TIME TO TIME BE DETERMINED SUBJECT TO THE PRIOR WRITTEN CONSENT OF THE CHARITY COMMISSIONERS FOR ENGLAND AND WALES.

Activities: We are committed to improving quality of life for local people. We work with entire communities or discrete groups such as young people, BME's, school children and businesses to deliver changes to local environments, individual behaviour and sense of community.

Classification

- **How:** Makes Grants To Organisations, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science, Amateur Sport, Environment/conservation/heritage, Economic/community Development/employment, Recreation
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

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Geography

- **Area of benefit:** BROXTOWE GEDLING NOTTINGHAM RUSHCLIFFE
- Derby City
- Derbyshire
- Nottingham City
- Nottinghamshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,193,166	£1,307,528	£-132,298	28
2024-03-31	£1,400,140	£1,989,201	£-17,936	32
2023-03-31	£4,619,324	£4,728,281	£433,125	36
2022-03-31	£3,068,097	£3,167,281	£-309,918	42
2021-03-31	£3,243,634	£3,187,676	£-410,734	41

Trustees

Name	Role	Appointed
David Peter Allum		2025-11-04
Gareth Edward Wright		2023-07-24
Jonathan Michael Mace		2024-10-23
Mohamed-El Amine Benkermi		2024-10-23
Nazibur Rahman		2025-11-04
Oliver James Ingram Jones		2025-11-04
Rebecca Harrington-Leigh		2025-11-04
Rebekka Helen Yates		2026-05-05
SARAH CLARKE		2024-10-23

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GROUNDWORK FIVE COUNTIES

England & Wales - Charity number 1003426

Accounts

Registered number: 02556957
Charity number: 1003426

GROUNDWORK FIVE COUNTIES

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

GROUNDWORK FIVE COUNTIES
(A company limited by guarantee)

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GROUNDWORK FIVE COUNTIES

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2025

Trustees	Mr A Court Councillor J Creamer Mr K Daniell (resigned 20 November 2024) Mr D Ibell Ms H Clarke (appointed 21 January 2025) Ms M J Madin (resigned 31 March 2025) Ms H Skinner Mr G Wright Mr M B Green (appointed 23 October 2024) Mr J M Mace (appointed 23 October 2024) Ms S J Clarke (appointed 23 October 2024) Mr M A Benkermi (appointed 23 October 2024) Mr N A Moon (appointed 21 January 2025) Mr D Trute (appointed 23 July 2024)
Company registered number	02556957
Charity registered number	1003426
Registered office	16 Commerce Square Lace Market Nottingham NG1 1HS

GROUNDWORK FIVE COUNTIES

(A company limited by guarantee)

CHAIR'S STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

As co-chairs of Groundwork Five Counties, we're pleased to introduce this annual report and reflect on what has been a significant year of renewal and progress for the charity.

We began 2024/25 in a position of challenge, following a major restructure and a period of financial uncertainty. Through the hard work and dedication from our staff, the thoughtful leadership from our then newly appointed Executive Director, and the efforts of our board of trustees, we have worked hard to reset, refocus, and stabilise.

We're proud to report that by the end of the year, our organisation not only regained its footing but had grown in strength, confidence, and clarity of purpose. From streamlining operations and improving planning to strengthening financial sustainability and team wellbeing, the change has been both deep and deliberate.

Amidst this, we never lost sight of what Groundwork is here to do: help people and places thrive. From supporting families who are facing fuel poverty through our expanding Green Doctor service, to working with communities in Bilborough and Worksop to bring disused green spaces back to life, the year has been filled with examples of local action creating meaningful change.

"We were stuck indoors, both struggling. Coming here helped us reconnect to nature and to each other."
- Parent at a Wellies in the Woods session

"Before this programme, I felt like I'd been written off. Now I've got a routine, a plan, and a reason to get up. I feel like I've got something to offer again."
- Beyond Barriers employability support participant

This is the heartbeat of Groundwork Five Counties. And these stories remind us that, even in the toughest years, our work matters.

We're particularly proud of the renewed focus on staff culture, internal communication, and how we have created a supported, motivated team. The introduction of new ways of working, greater internal transparency, and a shared behaviours framework is making a real difference, and it will be key to our success going forward. Our staff have been truly made this year special, by weathering the storm with continued commitment to our cause.

We also want to take a moment to sincerely thank our outgoing trustees, with Keith Daniell and Margot Madin moving on during this year. Their dedication and guidance, particularly during a period of change, have left a strong legacy. At the same time, we're excited to welcome a talented new cohort of trustees, whose skills, experience and energy will help us navigate a bright future.

We would like to thank Groundwork UK and our federation colleagues, who have continued to be key to our recovery and growth.

This report also marks the start of our new co-chair arrangement; a model we're excited to test as we continue strengthening the governance of the charity. With fresh perspectives at the board table and a clear, mission-led strategy in place, we're optimistic about what lies ahead. Groundwork Five Counties has emerged from a challenging year stronger, surer, and ready to grow - rooted in community, grounded in purpose, and looking firmly to the future.

Mr D Ibell
Co-chair
Date: 23/07/2025

Ms S Clarke
Co-chair
Date: 23/07/2025

GROUNDWORK FIVE COUNTIES

(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their annual report together with the audited financial statements of the Charity for the period from 1 April 2024 to 31 March 2025. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

2024/25 has been a year of recovery, progress, and impact for Groundwork Five Counties. Following a challenging period of leadership changes, funding losses, and organisational restructure, we set clear objectives for stabilisation, growth, and community impact - and we are proud to have delivered on them.

Objectives and activities

a. Vision and Objects

Groundwork Five Counties has a vision whereby together we can support more people to flourish, enjoy and care for the places around them, whilst being better guardians of our planet.

Mission

To empower local communities to live their lives more sustainably.

We achieve our vision by:

- **Engaging:** People are at the heart of what we do.
- **Understanding:** We listen to the wants, needs and aspirations of local people and their communities.
- **Responding:** We design appropriate solutions in partnership.
- **Enabling:** People, communities and organisations are empowered to be part of their own solution.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance ‘Public Benefit’: running a Charity (PB2)’.

In working towards our mission, the Trust is governed by its Memorandum and Articles of Association adopted on November 12th 1990 (as amended by special resolution on 15th September 2010, by special resolution on 22nd June 2016 and by special resolution on 17th October 2022), which outline its purpose. Our objectives are to:

- Promote the conservation, protection and improvement of the physical and natural environment anywhere in the areas of Nottinghamshire, Derbyshire and the surrounding areas and;
- Provide facilities in the interests of social welfare for recreation and leisure time occupation with the objective of improving the conditions of life for those living in or working in or resorting to the areas of Nottinghamshire, Derbyshire and the surrounding areas and;
- Advance public education in environmental matters and of the ways of better conserving, protecting and improving the same whosesoever and;

Objectives and activities (continued)

- Promote, for the public benefit, urban and rural regeneration in areas of social and economic deprivation in the areas of Nottinghamshire, Derbyshire and the surrounding areas by:

  i.) the relief of poverty in such ways as may be thought fit;
  ii.) the relief of unemployment in such ways as may thought to be fit including assistance to find employment;
  iii.) the advancement of education, training or re-training, particularly amongst the unemployed, and providing unemployed people with work experience;
  iv.) the creation of training and employment opportunities by the provision of workspace and/or land for use on favourable terms;
  v.) the provision of housing for those who are in conditions of need and the improvement of housing in the public sector or in charitable ownership provided that such power shall not extend to relieving any local authorities or other bodies of a statutory duty to provide or improve housing;
  vi.) the maintenance, improvement or provision of public amenities;
  vii.) the preservation of buildings or sites of historical or architectural importance;
  viii.) the provision or assistance in the provision of recreational facilities for the public at large and/or those who, by reasons of their youth, age, infirmity or disablement, poverty, social or economic circumstances, have need of such facilities;
  ix.) the protection or conservation of the environment, and
  x.) the promotion of public safety and prevention of crime.

In the context of its charitable objectives, ‘environment’ is defined to encompass all ‘quality of life’ factors that impact on the well-being of people including, for example, health, housing, employment, learning, citizenship, inclusion as well as the physical and global environment.

The Charity is a participating member of the umbrella body, the Federation of Groundwork Trusts, which comprises of Groundwork UK and fourteen independent Groundwork Trusts across England, Wales and Northern Ireland.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Achievements and performance

a. Review of the Year 2024-25

We began the 2024/25 financial year in a challenging position, navigating the aftermath of a necessary restructure and a period of financial uncertainty. The new leadership team, under Executive Director Penny Halewood, took decisive steps to stabilise the organisation, ensuring our structure, finances and delivery approach were aligned to support a sustainable future.

The early part of the year focused on implementing cost reductions, embedding new team structures, and improving operational oversight. At the same time, we worked hard to maintain morale and continuity, supporting colleagues through change while retaining core programmes and laying foundations for growth.

By the end of the year, we had significantly strengthened our financial footing, grown several of our most successful services, and re-established a confident, mission-led culture across the organisation.

Organisational and Financial Stability

- We returned to a more stable financial position by managing costs, improving forecasting, and developing a clearer income pipeline.
- We restructured our Senior and Operational Management Teams and streamlined internal processes to support effective decision-making and delivery.
- We introduced stronger planning cycles and renewed focus on performance and accountability, helping us move forward from a reactive to a more proactive footing.
- Annual Audit to March 2024 took place in September 2024, and the Audited Accounts were approved at the December AGM.
- Charity Commission and Companies House returns both completed within the required timescales.

Programme Growth and Delivery Success

- Through reflection and review of our delivery, we identified and developed new services that better meet the needs of our beneficiaries. We also evolved new commercial products which will contribute towards our reduced reliance on funding.
- We expanded delivery of our Green Doctor service, securing new contracts in Lincolnshire, and supporting hundreds of households to save money and stay warm.
- Our Green Doctor programme expanded its geographical reach and impact, securing new contracts and strengthening our offer through collaboration with Groundwork UK and other Trusts.
- Successful expansion of Commercial Damp and Disrepair Service and new work around Retrofit agenda: Our collaboration with Bassetlaw district council demonstrated strong potential for future development, and we commenced a new pilot for Damp and Disrepair with Broxtowe Borough Council.
- Our Cheapside Community Green Hub in Worksop and Little Walled Garden in Bilborough moved from pilot to success story, with strong local engagement, seasonal events, and new volunteering opportunities generating positive outcomes in wellbeing, confidence, and community connection.
- We sustained and grew participation in our environmental volunteering, community activities, and green skills delivery, despite a highly competitive funding landscape.
- We held business planning sessions with our Board of Directors and our Operational Management Group, to reflect on our successes and areas for improvement over the past year, reassess and strengthen our strategic objectives, and identify key priorities and opportunities for 2025/26. This resulted in a revision to our Strategic Objectives which we will work towards during 2025/2026.

Achievements and performance (continued)

b. Ensuring operational excellence

Governance and Oversight

- We implemented recommendations from our governance review, including Trustee succession planning, with the recruitment of seven new Trustees, bringing a diverse range of specialisms to support our strategic direction. Keith Daniell and Margot Madin stepped down from the Board during this period.
- We have reappointed Trustee designated Lead roles for all key governance areas and reinstated our HR sub-committee.
- We introduced a Co-Chair arrangement in February 2025 to support succession planning for the outgoing Chair, further reinforcing our governance structure. Margot Madin stepped down as Chair in March 2025, and we thank her for her commitment and hard work towards our joint cause.
- Risk Register reviewed, updated and included as a standing agenda item of each board meeting.

People and Culture

- Our Senior Management Team was restructured from 5 to 2 – Penny Halewood as Executive Director and Darryl Plummer as Programmes Director. Our long-standing Head of Environment and Principal Landscape Architect, Jo Phelan, retired and we thank her for her many years of dedication to the organisation. We also reduced the support services functions within the central team and created a new post of Operations Manager. Thank you to all of our colleagues who left during this year, for their hard work, and those who have continued to build our organisation since the restructure.
- Following restructure, our priority has been to ensure that we have a happy and supported team. With clear internal communication and support for staff, we have a motivated and valued team, and this continues to be our priority going forwards.
- We have been closely reviewing capacity following a transition year and have reinvested back into the team at a Management and Administration level at the end of this financial year, to help balance out some capacity challenges.
- We introduced a monthly team newsletter, 6 monthly whole-team away days and quarterly online briefings, to further embed a stronger internal culture rooted in care, clarity and shared purpose.
- We continued to embed our Behaviours Framework into every-day practice, fostering a positive and collaborative work environment.
- Recruitment processes were modernised, improving candidate experience and increasing competition for roles, with successful hires strengthening our capacity and morale.

Operational Improvements

- We finalised the modernisation of our financial workflows and accounting processes, including ongoing partnership with UHY and use of new internal finance systems.
- We improved financial literacy and improvements to contract payment terms, and contract management, enabling us to refocus on impactful service delivery and securing future sustainability.
- We completed a policy refresh programme, ensuring documentation was up-to-date, accessible, and aligned with new structures and ways of working.
- We introduced a new HR management system to modernise and streamline some of our internal processes. More updates are planned as we progress into 2025/2026.

Fundraising and Marketing

- We enhanced our bid pipeline management and triage process, focusing energy where success was most likely and reducing wasted effort.
- Our improved marketing strategy continued to significantly increase recognition of our work. We launched our internal Marketing Strategy towards the end of this year.

Achievements and performance (continued)

- This was further amplified with the launch of our first external-facing Impact Report showcasing our achievements and impact to individuals and communities.
- Our relationship with Groundwork UK has deepened, providing invaluable support through our transformative recovery year, and opening new opportunities for income generation and collaboration.

c. Programme Delivery achievements

Strategic Objective 1 - We will enable people to improve their lives and communities

Green Doctor
- Significant growth in delivery, with 20 Green Doctors supporting households through the ongoing cost of living crisis.
- Expanded our geographical reach to Lincolnshire and continued our localised offers across Rushcliffe and Broxtowe.
- Home visits provided personalised energy-saving advice, small measures installation, and support with bills, benefits, and debt.
- Focused on simple behavioural changes to empower households, cut costs, and create warmer, healthier homes.
- Embedded financial support referrals and wraparound wellbeing advice to increase impact and resilience.
- 3,339 total visits across all Green Doctor projects (GD, Allocations, D&D)
- £722,167.55 total saved
- 1,406,415.6 kg CO2 total saved = the equivalent of driving 4,165,100 miles
- 43 Megalitres of water saved = the equivalent of filling a 25 metre swimming pool 44 times

Electrical Safety (New)
- Introduced electrical safety checks to tackle household risks and raise awareness of fire hazards.
- Over 500 visits included safety advice; 1,538 individuals engaged through visits and outreach.
- Advice included appliance safety, socket use, trip hazards, and identifying fake goods.

Retrofit Advice (New)
In autumn 2024 we collaborated with Bassetlaw District Council to review household EPC ratings and engage tenants in conversations around the installation of retrofit measures such as internal and external insulation, solar panels, heat pumps, boiler upgrades, and smart heating controls.

We explained the benefits of these new technologies, the savings they could see on their energy bills, and the process of installation. Particular interest was shown in the solar panel Smart Export Guarantee, in which households can sell their unused generated energy to the national grid – often earning them hundreds of pounds a year.

Some of the households we visited were classed as “hard to reach”; tenants that the Council struggles to connect with or were steadfast in their refusal to accept new technologies.

After our visit, most tenants were more willing to consider retrofit installation and felt more confident in their knowledge of suggested upgrades.
- 60 EPC reviews
- 9 new EPCs for properties without certificate or upgraded since last survey
- 11 hard to reach households

Damp & Disrepair
- Worked with landlords to identify and resolve damp, mould, and repair issues across social housing with continued work in Bassetlaw and a new pilot in Broxtowe Borough Council.
- Provided impartial support for tenants, boosting confidence to report issues and access help.
- Follow-up visits ensured problems were addressed and advice acted upon.

Achievements and performance (continued)

- Improved living conditions, health outcomes, and landlord-tenant relations.
- 333 properties inspected
- 1,145 total rooms with damp, mould, or in disrepair
- £97,482 total saved
- £293 per household
- 187,338 kg of CO2 saved = the equivalent of driving 554,802 miles
- 6.1 megalitres of water saved = the equivalent of filling a 25 metre pool 9.4 times

Allocations Support (New)

- Developed new tenancy support offer with Bassetlaw District Council, for social housing tenants at move-in stage.
- Combined energy-saving, maintenance, and wellbeing advice to help tenants start well in their new homes.
- Helped prevent damp and disrepair through follow up advice on behaviours, education and early intervention, and providing clear pathways to report damp and mould.
- 96 households supported between November 2024 and March 2025.

Jobs for Hongkongers

- Delivered employability and integration support for newly settled Hongkongers across Nottingham and Worksop.
- Support included CV writing, job search and applications, language support, volunteering, and community connection.
- Offered a mix of one-to-one guidance and group sessions to help participants settle into UK life and pursue employment or education.
- Project concluded in March 2025, but we continue engagement through Green Doctor support, green skills training and volunteering opportunities.
- 44 people supported to integrate into their local community, develop English language skills and gain employment skills
- 12 people accessed education
- 6 people found employment
- 1 community event to raise awareness, with 2,000 attendees (Lunar New Year)

Beyond Barriers – South Derbyshire

- One-to-one coaching support for economically inactive adults facing barriers including disability, mental health challenges, low confidence, and digital exclusion.
- Helped participants set achievable goals and build confidence through regular encouragement and personalised support plans.
- Provided practical employability support including CV writing, job applications, and interview preparation.
- Empowered participants through access to discretionary funding for training, interview clothing, and essential digital equipment.
- 115 individuals supported, with 19 participants progressing into paid work and 3 becoming self-employed.
- 500 volunteer hours facilitated as a pathway to increased confidence and work readiness.
- 30 people supported to overcome digital exclusion.
- Watch the project in action: Case study video

Grant Management Services/Programmes

Tesco Community Grants (delivered via the Environment team currently)

- Supported over 420 grant applications for 34 Tesco regions which cover the whole of Five Counties.
- Arranged and Chaired shortlisting meetings with Tesco colleagues.
- Provide promotional support for Tesco stores and Tesco Community Champions, including in store events.
- Provide support for all store Nominated organisations to achieve application.

Achievements and performance (continued)

Comic Relief Community Fund

- Delivered targeted grants of up to £5,000 to small grassroots organisations tackling hardship, promoting inclusion, and supporting climate justice across the East Midlands.
- Acted as Enablers for the fund, managing outreach, assessment, and a community-led panel to select the most impactful projects.
- Ran two networking events for grant recipients to share learning, foster partnerships, and encourage collaboration across the region.
- Received 16 applications from local groups, with 11 successful projects funded.
- A total of £52,728.50 distributed to local organisations to help build resilience and deliver positive change in their communities.

Grassroots Grants

- Managed local delivery of the People's Postcode Lottery Grassroots Grants programme, awarding unrestricted funding to small community groups doing big things.
- Chaired a regional panel of local representatives to review applications and ensure fair, transparent decision-making.
- 24 applications shortlisted, with 20 successful projects receiving funding.
- A total of £36,250 awarded to community groups across the East Midlands to strengthen local action and community wellbeing.

d. Strategic Objective 2 - We will support people to protect, replenish, and enjoy their local green spaces green places

Wellies in the Woods

- Delivered nature-based play sessions for families with young children, using books, storytelling, and hands-on outdoor activities to encourage learning through play.
- Helped children develop early communication, literacy, and social skills while fostering a love of nature.
- Supported parents and carers to build confidence in playing outdoors, with low-cost activity ideas they could replicate at home or in local green spaces.
- Created supportive peer networks among families, helping to reduce social isolation and promote wellbeing beyond the life of the programme.
- Sessions were inclusive and adapted to meet the needs of children with SEND and families from diverse backgrounds.
- Each programme ran weekly for two months, giving families time to build confidence and routine around spending time in nature.
- 354 children and parents took part in sessions across multiple locations.

Habitat Management and Biodiversity Improvements

In 2024/25, we continued to care for green spaces across the region, from small urban parks to expansive landscapes within the National Forest. Our team worked closely with landowners to understand the unique needs of each site—whether that meant carrying out regular maintenance, installing practical features like benches and way markers, or implementing targeted biodiversity improvements.

Our aim is to create accessible, thriving spaces where nature can flourish and communities feel welcome. With deep knowledge of local ecology and a hands-on approach to conservation, we've helped transform underused or neglected spaces into vibrant habitats.

These improvements are made possible through the dedication of our team and the invaluable support of local volunteers, who contributed time, energy, and local insight.

We managed 57 sites across the region, improving a total of 363,364m² of land - equivalent to over 51 football fields!

Achievements and performance (continued)

CEMEX Education Programme
- 2 schools engaged in education sessions about limestone quarries in operation, restoration of quarries and environmental issues.

Derbyshire County Council SLA
- Delivered access improvements and habitat management across key sites in partnership with Derbyshire County Council.
- Continued the upkeep of the Archaeological Way, engaging local volunteers in maintenance tasks and biodiversity enhancement.
- 381 volunteer days delivered

Amber Valley Borough Council SLA
- Maintained five local nature reserves, working alongside volunteers and Friends groups to enhance biodiversity and access.
- Created new habitats and conducted species surveys to monitor ecological success.
- Managed and improved 194,409 m², which is equivalent to 19.44 hectares.
- Delivered and promoted the Autumn Footprints Walking Festival, a two-week programme of guided walks encouraging local exploration and wellbeing.

Matlock Town Council SLA
- Provided ongoing maintenance and ecological care to Matlock's wild spaces in partnership with Denefield Rangers.
- Activities included habitat creation, access improvements, wildlife recording, and community events like pond dipping with local schools.
- Enhanced biodiversity and access across 5 hectares, equivalent to 50,000 square metres.

Heanor and Loscoe Town Council SLA
- Maintained and improved Red River Local Nature Reserve in collaboration with the Friends Group.
- Continued habitat management, species monitoring, and ensured open, accessible paths for the community.

National Forest SLA
- Delivered regular conservation and trail maintenance across National Forest sites, supported by dedicated volunteer sessions.
- Organised community engagement events and hands-on training to increase local knowledge of the natural environment.
- Supported woodland groups through training and practical assistance.

Brook Park (Bolsover)
- Delivered a mix of conservation sessions and community engagement events to connect residents with their local greenspace.
- Activities included guided walks, children's events, and family-friendly conservation days designed to foster environmental awareness and pride of place.

New Highlight: Snipe Park – Harworth & Bircotes
- Worked with councillors and residents to address long-standing concerns over flooding and overgrowth.
- Cleared drainage systems and removed dense vegetation to improve safety and access.
- Repurposed cuttings into wildlife habitats to support biodiversity.
- Held four Wellies in the Woods sessions to reintroduce local families to the improved green space.

Achievements and performance (continued)

Little Walled Garden – Bilborough, Nottingham

- Transformed an overgrown allotment into a vibrant community hub offering hands-on green skills and social connection.
- Plans are underway to launch community events at the site, now made safe and welcoming by staff and learners.
- 243 people took part in courses
- Most popular workshop: Gardening & DIY workshop on Tuesday 18th and Thursday 20th March – 67 sign-ups (spread to other dates to accommodate demand)

Cheapside Green Community Hub – Worksop

- Opened in October 2024 with a series of family-friendly community events in a disadvantaged area of Worksop.
- Events included cooking and social eating, pumpkin carving, bird box making, and Wellies in the Woods play sessions, funded through Bassetlaw Shared Prosperity Funds.
- Local response was overwhelmingly positive, leading to ten additional Wellies sessions supported by multiple funders.
- With £50,000 funding from Bassetlaw District Council via the Better Care Fund, the site is being transformed into a flourishing outdoor hub for all ages.
- A team of local volunteers is helping shape the future of the hub through continued engagement and input.
  159 total attendees
- Most popular: 82 children and adults attended our 8 Wellies in the Woods sessions in March

Landscape design

We ended our inhouse landscape design work this financial year, following our restructure. Our Landscape Architecture team completed the following designs in the earlier part of the year:

- A Sensory Garden for Gedling Borough Council
  Some support to other Groundwork trusts for Principal Landscape Design works.
- We are still able to work in conjunction with our Federation wide colleagues to support landscape design and implementation projects.

e. Strategic Objective 3 - We will create opportunities for people to develop green skills and become better guardians of the planet.

Green Pathway to Skills & Employment – Bolsover

- Supported economically inactive residents through seasonal green skills programmes, offering practical experience in land management, fencing, and path construction.
- Delivered recognised qualifications in Brush cutting, Strimming and the CSCS card, significantly boosting participants' employability.
- Participants gained hands-on experience in conservation and tool use Nine individuals have gone on to volunteer, and four have progressed into employment
- Participant feedback included:

  "Joining the Groundwork Five Counties Bolsover Beyond Barriers project has truly changed my life. It gave me confidence, new skills, and a sense of purpose. Since completing the program, I've gone on to volunteer regularly and am now applying for roles in the environmental sector. I feel excited about building a career doing something I love."

Achievements and performance (continued)

Nottingham Community and Family Learning

- Delivered dozens of practical courses since April 2024, including gardening, produce growing, bricklaying, and carpentry, funded by Nottingham Community and Family Learning.
- Participants helped co-create the space while gaining new skills, confidence, and a sense of ownership.
- 65 gained new skills.

Volunteering

- We could now effectively look after green spaces without our fantastic volunteers.
- This year, 139 volunteers contributed 212 days of their time – valued at £73,649 – helping us improve and maintain green spaces across the region.
- Through skills-sharing, training and teamwork, our volunteers gained lifelong green skills, built social connections, and supported nature to thrive in their communities.

Corporate volunteering

- Jones Lang LaSalle (JLL) corporate volunteering day.
- The team removed meadow clippings, which is vital for soil fertility and to ensure future growth and improved some disintegrated stone steps up a steep hill.

Financial review

a. Financial overview of the year ended 31 March 2025

The year ended 31 March 2025 has been one of financial recovery.

Following the loss of two major contracts which had previously brought in £2.7m or 88% of the organisation's income the previous financial year had been a very challenging one financially.

It was decided at the end of the year that resources would need to be significantly reduced to create a smaller and sustainable organisation.

A major restructure was completed in May 2024 with the intention of returning the organisation to surplus generation in quarter three of the financial year ending 31 March 2025,

That has been achieved, and as can be seen in the table below we saw a strong surplus in quarters 3 and 4, such that if the one-off redundancy costs are excluded, we had a small surplus for the year as a whole.

Accounts: year to March 2025	**Full Year**	**Qtr 3&4**	**Qtr 1&2**
	£000's	**£000's**	**£000's**
Income	**1,193**	**676**	**517**
Direct Costs	(67)	(53)	(14)
Gross Profit	1,126	623	503
Staff Costs	(912)	(475)	(437)
Expenses	(210)	(109)	(101)
Surplus/(deficit) before exceptional costs	**4**	**39**	**(35)**
Redundant roles and associated costs	(118)	0	(118)
Net movement in funds	**(114)**	**39**	**(153)**

b. 2024 performance

Net expenditure before actuarial gains on the Charity's pensions schemes of £114,362 was considerably less than the level of the previous year (£589,061). And as noted above, excluding the one off redundancy costs of £118,393 net income was £4,031.

c. Income

Income in the year of £1.2m is down £0.2m on previous year. However, the previous year's income of £1.4m included £0.3m of residual funding for the cancelled National Lottery Building Better Opportunities programme and the UK government's Community Renewal Fund. Excluding these amounts our income grew by 10.5%.

d. Expenditure

Expenditure in 2025 decreased to £1.3m from £2.0m in 2024. The restructure removed £0.3m of central staffing and expense costs, a 43% reduction on previous year levels. Staff costs for our delivery teams increased by 4% to £0.7m but at the same time direct costs reduced from £0.6m to £0.1m as we moved away from projects requiring material amounts of “pass through” funding.

e. Liquidity

Cash at bank and in hand at the end of the year was £112,215 slightly up on the £94,441 at the end of last year.

f. Going concern

The Trustees have reviewed a forecast for a period of twelve months from the date of these financial statements and believe that the Company’s financial statements should be prepared on a going concern basis.

The Trustees recognise that despite this year’s improved performance our cash reserves remain relatively low.

This year’s performance gives us confidence that the next twelve months will see profitability and cash levels continue to grow. The restructure has significantly reduced the overall cost base, but we must continue to recognise that as the forecasts still require some growth over this year’s achieved income levels, there is a material uncertainty that if this growth is not delivered any remaining cash reserves could be exhausted.

The Trustees continue to ensure that projected cashflows are monitored based on confirmed income on a weekly basis and working closely with Groundwork UK will take such steps as necessary to secure additional funding or amend the cost base as appropriate to ensure the charity remains a going concern.

g. Reserves policy

Historically the organisation's agreed Reserves Policy has been to provide three months cover for all staff salaries and cash overheads (i.e. excluding depreciation and other non-cash items) as well as covering all liabilities on outstanding contracts. Additionally in 2022 the Charity also agreed to continue to provide a contingency of approximately £50,000 to guard the Charity against unforeseen risks including: taking professional advice in relation to governance and compliance matters, and safeguarding against contract risks.

Last year the Board noted that reserves levels would fall below this level in the short term, but careful monitoring of cash forecasts should ensure our obligations to salaries, suppliers and funders can continue to be met.

Structure, governance and management

a. Constitution

Groundwork Five Counties is registered as a charitable company limited by guarantee and was set up by a Trust deed.

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

The Board are responsible for the overall governance of the Charity in accordance with Company and Charity Law.

The Trustees may at any time appoint any individual who is eligible as a Trustee by a resolution passed at a properly convened meeting of the Trustees. Trustees other than the Groundwork UK Trustee shall hold office for such terms determined by the Trustees provided that no Trustee shall serve a term exceeding three years.

The Board continues to move to a more representative structure on a skills basis and representative of the much larger new geographical coverage of the organisation. Extensive trustee recruitment was undertaken during 2024/2025, with seven new trustees joining us.

The Groundwork UK Trustee shall be an individual nominated by Groundwork UK. The Groundwork UK Trustee shall hold office for such terms determined by Groundwork UK provided that no Groundwork UK Trustee shall serve a term exceeding three years.

All new Directors undergo an induction process to acquaint them with the Charity's Charitable Objects; policies and practise; aims and objectives; management and governance; and what is expected of them under legislation, with reference to Charity Commission guidance. Governance Training and Induction is provided to all Trustees, and all Directors are expected to commit to the Principles of Public Office.

The Board operates in an open and transparent manner, balancing opportunity against risk with the objective of ensuring the long-term sustainability of the Trust. It delegates certain powers in connection with the management and administration of the Charity as set out below. This is controlled by regular reporting back to the Board so that all decisions made under delegated powers can be ratified by the full Board in due course.

Structure, governance and management (continued)

b. Committees of the Board

The Board has three sub-committees who work within parameters defined by their respective approved Terms of Reference. As directed by the Board, all Committees regularly report back to and provide recommendations to the Board. The overall purpose of each committee is set out below:

Audit and Finance Committee – to ensure that there is a framework for accountability; for examining and reviewing all systems and methods of control both financial and otherwise including risk analysis and risk management; and for ensuring the Charity is complying with all aspects of the law, relevant regulations and good practice. The Committee is supported by the appointed external Chief Finance Advisor.

Human Resources Committee – to assist the Board in the discharge of their responsibilities for agreeing the staff plan, remunerating employees, reviewing HR systems and policies, ensuring that the Board has a full complement of members and ensuring the Charity is complying with all aspects of the law, relevant regulations and good practice. The Committee is supported by the Executive Director and the Operations Manager. This Sub-committee was reconvened in January 2025 following our extensive Trustee recruitment and onboarding and meets quarterly.

Development Committee – to ensure a joined up and collaborative approach to new developments, marketing and fundraising strategy between the Board and Senior Management Team, and to monitor compliance and risk within. This committee replaced the previous Compliance Committee whose responsibilities were dispersed amongst the remaining sub-committees.

c. Executive Director

The Executive Director is responsible for the day-to-day management of the Charity's affairs and for implementing the policies agreed by the Board of Directors. The Executive Director is assisted the Programmes Director who collectively form the Senior Management Team. The Operational Management Group of six colleagues feed into the SMT, covering Operations, Marketing and Delivery Managers.

d. Risk management

The Board and its sub committees lead in assessing potential business risks facing the Charity. It works with the Senior Management team and Operations Manager to minimise those risks. During the year, under the guidance of the committees, the Board was able to consider how the Charity might respond to identified risk.

In terms of overall risks, the biggest risk to the Charity is in securing funding to continue its activities and associated cashflow around this. The Charity continues to work hard to diversify its funding to ensure its sustainability going forward.

Outside of the risks associated with securing income, the Charity recognises that the following major risks exist:

- In terms of its people, where because of its size there is a danger that key skills and knowledge are held by a single person;
- The liability on its former defined benefit pension scheme.

In recognising the above risks, the Charity's Directors and Senior Management have put in place actions to mitigate against these risks as well as regular review of both the risks and mitigating actions.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Structure, governance and management (continued)

e. Training and communication

The Charity recognises the value of its people and is committed to the training and career development of all employees. We have invested in an online Training portal which will be operational during the next financial year.

Employees are kept fully informed of (and contribute to) development of strategy, objectives and delivery of stretching targets as well as news of day-to-day activities and events. Regular information about the organisation is available through various methods including monthly newsletters, on-line sharing sessions and 6 monthly team days. All employees are encouraged to contribute their suggestions for improving the organisation.

The Charity has comprehensive Human Resources policies and procedures, with particular attention paid to Health, Safety and Welfare. The Charity supports equal opportunities and diversity and has a policy of recruitment and promotion at all levels based on aptitude and ability. We have invested in a new HR system which went live in April 2025, to streamline and modernise some of our processes. Work will continue developing systems into 2025/2026.

The Charity Health, Safety and Welfare policy, supported by the staff training plan, sets out minimum standards of Health and Safety training for all staff. This includes Health and Safety Overview, Risk Assessment, Manual Handling and Fire Training components. The policy is reviewed regularly to ensure compliance with latest guidance.

The Charity has an approved Equality and Diversity Policy. Staff and subcontractors are expected not to discriminate on the grounds of race, gender, ethnicity, nationality, religious belief, disability, and marital status, and sexual orientation, responsibilities for dependants or unrelated criminal convictions. Induction training and our Behaviours Framework provides a vehicle for ensuring that diversity is valued by all staff. The Charity is committed to ensuring that both equal opportunity and diversity agendas are reflected in all its activities.

f. Pensions

All employees are encouraged to join the Charity's pension scheme. For those who joined the Trust after April 2008 this is a money purchase scheme provided through AEGON Scottish Equitable and is a federation-wide scheme arranged by The Groundwork Federation.

Prior to this date, employees were eligible to join a defined benefit scheme provided by Nottinghamshire County Council. This scheme was closed to new employees following detailed consideration by the Board who concluded that on the grounds of affordability, and to enable better forward planning, the scheme should no longer be offered to new staff.

The Charity is in dialogue with Nottinghamshire County Council to establish the final liability figure. An in-principle agreement has been made for a Deferred Debt, and whilst we still await final figures on the overall liability we are confident that there will be no short term request to recover the full liability.

in the absence of a final figure or accurate estimate from the Council, an amount cannot be shown as a liability on the balance sheet. This is explained within a contingent liability disclosure note (see note 21).

Structure, governance and management (continued)

g. Advisers to the board (as at 31 March 2025)

Executive Officers:

Executive Director	Penny Halewood
Programmes Director	Darryl Plummer
Operations Manager	Adam West
(External) Financial Adviser	William Howarth

Chartered Accountants
UHY Hacker Young LLP
14 Park Row
Nottingham
NG1 6GR

Solicitors
Browne Jacobson
44 Castle Gate
Nottingham
NG1 6EA

Insurance Adviser
PIB Insurance Brokers
Crown House,
West Carr Road
Retford
DN22 7SW

External Auditor
PKF Smith Cooper Audit Limited
2 Lace Market Square
Nottingham
NG1 1PB

Health and Safety Adviser
PIB Risk Management
Rossington Business Park
West Carr Road
Nottinghamshire
DN22 7SW

Employment Lawyer
Gunnercooke LLP
1 Cornhill
London
EC3V 3ND

Bankers
National Westminster
Nottingham Smiths Branch
16 S Parade
Nottingham
NG1 2JX

Lloyds TSB
12-16 Parliament Street
Nottingham
NG1 3DA

Plans for future periods

Looking ahead to the future 2025 - 2026 and beyond

As we close the chapter on 2024/25, we are proud of what we have achieved and confident in our ability to keep growing, innovating, and creating lasting impact across the region. April 2024 saw the swift implementation of our restructure with this process complete and a new leadership and organisational structure in place from the end of that month. We now have an operating model and financial plan aligned to our reduced turnover target of £1.49m for 2025/2026, with much of this secured. Our updated Business Plan for next year focuses on a continuation of our delivery priorities and growing in new areas where there is a clear need for our communities.

Our refreshed Strategic Objectives are:

We will enable people to improve their lives and communities by providing resources and building resilience, empowering them to create their own solutions.

- Reducing poverty, boosting confidence, and improving skills, health, wellbeing, and employability for those most in need.

We will support people to protect, replenish, and enjoy their local green spaces, helping wildlife and biodiversity to thrive and to enable nature's recovery.

- We will engage communities in nature renewal through habitat restoration, climate resilience projects, and practical skills to protect local biodiversity.

- We will create opportunities for people to develop green skills, supporting their journey towards employment, volunteering, and becoming better guardians of the planet.

- We will deliver training, volunteering, and practical support to help people develop green skills and move towards employment or volunteering in the green economy.

Business Management Priorities – 2025/26

- **People First:** Invest in staff development, improve internal systems, strengthen internal communications, and create a positive, supportive workplace culture.
- **Green Doctor Expansion:** Evolve our energy advice offer into retrofit, damp & disrepair, and alternative technologies; position Green Doctor as a trusted advisory brand.
- **Skills & Employability:** Grow our work with individuals facing complex barriers, with tailored pathways into employment — especially in the green economy.
- **Environmental Services Growth:** Focus on developing green skills and commercial income within the environment team, building on the Beyond Barriers model.
- **Green Community Hub:** Develop the Cheapside site into a thriving, funded space for learning, volunteering, and community-led action.
- **Nature Connection:** Expand nature-based learning and engagement, including Forest School and alternative education, while enhancing biodiversity and climate resilience.
- **Income Diversification:** Broaden income through corporate partnerships, commercial services, events, and Gift Aid — reducing reliance on grant funding.
- **Marketing & Reach:** Drive website traffic, SEO, Google Ads, and social media to reach wider and younger audiences, building our supporter base.
- **Policy Engagement:** Strengthen our influence by working with Groundwork UK to engage with regional and national policymakers, including the new Combined Authority.
- **Financial Sustainability:** Generate surplus through funded and commercial services to rebuild reserves and invest in charitable impact.

Acknowledgements

We are indebted to the following trusts, foundations and donors for their invaluable help in providing funds to support our charitable work this year:

Amber Valley Borough Council
Ashfield District Council
Austin & Hope Pilkington Trust
Bassetlaw CVS
Bassetlaw District Council
Belper Town Council
Bolsover CVS
British Gas Warmer Homes
Broxtowe Borough Council
Cadent Foundation
Cemex
Department for Levelling Up, Housing and Communities via The Growth Company
Derbyshire County Council
Duffield Parish Council
Education and Skills Funding Agency – Community and Family Learning - Nottingham City Council
Electrical Safety Fund
Energy Industry Voluntary Redress Scheme
Gedling Borough Council
Groundwork CLM
Groundwork East
Groundwork Greater Manchester
Groundwork West Midlands
Heanor & Loscoe Town Council
Intelligent Health
Jones 1986 Charitable Trust
Lady Hind Trust
Leicester Community Links CIC
Matlock Town Council
National Energy Action Centre for Sustainable Energy - Energy Affordability Fund
Nottingham City Council
Rushcliffe Borough Council
Shakespeare Martineau
Tesco Stronger Starts
The Energy Saving Trust
The National Forest Company
UK Shared Prosperity Fund

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- 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 keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, PKF Smith Cooper Audit Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Mr D Ibell
Co-chair
Date: 23/07/2025

Ms S Clarke
Co-chair
Date: 23/07/2025

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GROUNDWORK FIVE COUNTIES

Opinion

We have audited the financial statements of Groundwork Five Counties (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. 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 charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its 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 Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, 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.

Material uncertainty related to going concern

We draw attention to note 2.2 in the financial statements, which indicates that new funding streams in 2025 have not yet reached sustainable levels and existing cash reserves remain limited. As stated in note 2.2, these events or conditions, along with the other matters as set forth in note 2.2, indicate that a material uncertainty exists that may cast significant doubt on the charitable company's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GROUNDWORK FIVE COUNTIES (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. 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. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; 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 (who are also the directors of the charitable company for the purposes of company law) 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 charitable 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the company and industry, we identify the key laws and regulations affecting the company. We identified that the principal risk of fraud or non-compliance with laws and regulations related to:

- management bias in respect of accounting estimates and judgements made:
- management override of control;
- posting of unusual journals or transactions.

We focussed on those areas that could give rise to a material misstatement in the Society's financial statements. Our procedures included, but were not limited to:

- enquiry of management and those charged with governance around actual and potential litigation and claims, including instances of non-compliance with laws and regulations and fraud;
- reviewing minutes of meetings of those charged with governance where available;
- reviewing legal expenditure in the year to identify instances of non-compliance with laws and regulations and fraud;
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

It is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GROUNDWORK FIVE COUNTIES (CONTINUED)

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

PKF Smith Cooper Audit Limited

PKF Smith Cooper Audit Limited
Statutory Auditors
2 Lace Market Square
Nottingham
NG1 1PB

Date: 31 July 2025

PKF Smith Cooper Audit Limited are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

GROUNDWORK FIVE COUNTIES

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2025

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Income from:					
Charitable activities	4	1,192,363	-	1,192,363	*1,386,668*
Other trading activities	5	-	62	62	*7,664*
Investments	6	-	741	741	*5,808*
Total income		1,192,363	803	1,193,166	*1,400,140*
Expenditure on:					
Raising funds		5,423	-	5,423	*5,119*
Charitable activities		1,183,712	-	1,183,712	*1,984,082*
Redundancy costs	8	118,393	-	118,393	-
Total expenditure		1,307,528	-	1,307,528	*1,989,201*
Net movement in funds before other recognised gains/(losses)		(115,165)	803	(114,362)	*(589,061)*
Other recognised gains/(losses):					
Actuarial gains on defined benefit pension schemes		-	-	-	*138,000*
Net movement in funds		(115,165)	803	(114,362)	*(451,061)*
Reconciliation of funds:					
Total funds brought forward		(173,812)	155,876	(17,936)	*433,125*
Net movement in funds		(115,165)	803	(114,362)	*(451,061)*
Total funds carried forward		(288,977)	156,679	(132,298)	*(17,936)*

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 29 to 45 form part of these financial statements.

GROUNDWORK FIVE COUNTIES

(A company limited by guarantee)
REGISTERED NUMBER: 02556957

BALANCE SHEET
AS AT 31 MARCH 2025

	Note		2025 £		*2024 £*
Fixed assets					
Tangible assets	12		12,112		*17,840*
Current assets					
Debtors	13	130,194		*209,643*	
Cash at bank and in hand		112,215		*94,441*	
		242,409		*304,084*	
Current liabilities					
Creditors: amounts falling due within one year	14	(386,819)		*(339,860)*	
Net current liabilities			(144,410)		*(35,776)*
Total assets less current liabilities			(132,298)		*(17,936)*
Total net assets			(132,298)		*(17,936)*
Charity funds					
Restricted funds	15		(288,977)		*(173,812)*
Unrestricted funds	15		156,679		*155,876*
Total funds			(132,298)		*(17,936)*

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

.....
Mr D Ibell
Co-chair
Date: 23/07/2025

.....
Ms S Clarke
Co-chair
Date: 23/07/2025

The notes on pages 29 to 45 form part of these financial statements.

GROUNDWORK FIVE COUNTIES

(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	*2024 £*
Cash flows from operating activities		
Net cash provided by/(used in) operating activities (note 18)	19,721	*(416,112)*
Cash flows from investing activities		
Dividends, interests and rents from investments	-	*5,808*
Purchase of tangible fixed assets	(1,947)	*(8,822)*
Net cash used in investing activities	(1,947)	(3,014)
Change in cash and cash equivalents in the year	17,774	(419,126)
Cash and cash equivalents at the beginning of the year	94,441	*513,567*
Cash and cash equivalents at the end of the year (note 19)	112,215	*94,441*

The notes on pages 29 to 45 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. General information

The Organisation is an incorporated charity, registered in England. Its registered office is 16 Commerce Square, Lace Market, Nottingham, NG1 1HS and the charity number is 1003426.

The presentation currency of the financial statements is pounds sterling (£), and the financial statements are rounded to the nearest £1.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Groundwork Five Counties meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Trustees have reviewed a forecast for a period of twelve months from the date of approval of these financial statements and believe that it is appropriate for the Company's financial statements to be prepared on a going concern basis.

However, the Trustees also recognise that despite this year's improved performance the cash reserves remain relatively low.

This year's performance gives us confidence that the next twelve months will see profitability and cash levels continue to grow. The restructure has significantly reduced the overall cost base, but we must continue to recognise that as the forecasts still require some growth over this year's achieved income levels, there is a material uncertainty that if this growth is not delivered any remaining cash reserves could be exhausted.

The Trustees continue to ensure that projected cashflows are monitored based on confirmed income on a weekly basis and working closely with Groundwork UK will take such steps as necessary to secure additional funding or amend the cost base as appropriate to ensure the charity remains a going concern.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Motor vehicles	-	20%	Straight line
Office equipment	-	20%	Straight line

2.7 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. Accounting policies (continued)

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.10 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

2.11 Pensions

The Charity operates a defined contribution pension scheme. Contributions to the scheme are charged against profits as they are paid and the only liability in respect of this scheme is any unpaid contributions at the year end.

The Charity operates a defined benefit pension scheme and the assets are held separately from those of the Company in separate trustee administered funds.

Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

In the absence of a final figure or accurate estimate from the Council, an amount for the defined benefits pension scheme cannot be shown as a liability on the balance sheet. This is explained within a contingent liability disclosure note (see note 21).

Please see note 22 for further disclosure for the defined contribution pension scheme.

2. Accounting policies (continued)

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

Significant areas of estimation for the Company include the calculation of the pension liability. Information is included in the pension acounting policy above and Note 21 and 22.

4. Income from charitable activities

	Restricted funds 2025 £	Total funds 2025 £
National Lottery	10,000	10,000
Central & Local Government	433,860	433,860
Voluntary Sector	46,218	46,218
Private Sector	694,372	694,372
Other Income	7,913	7,913
Total 2025	1,192,363	1,192,363

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

4. Income from charitable activities (continued)

	Restricted funds 2024 £	*Total funds 2024 £*
National Lottery	*299,814*	*299,814*
Central & Local Government	*567,300*	*567,300*
Voluntary Sector	*51,400*	*51,400*
Private Sector	*434,289*	*434,289*
Other Income	*33,865*	*33,865*
Total 2024	*1,386,668*	*1,386,668*

5. Income from other trading activities

Other trading activities can be analysed as being recieved from the following sources:

	Unrestricted funds 2025 £	**Total funds 2025 £**
Other trading income	62	62

	Unrestricted funds 2024 £	*Total funds 2024 £*
Other trading income	*7,664*	*7,664*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

6. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £
Interest received	741	741

	Unrestricted funds 2024 £	*Total funds 2024 £*
Interest received	*5,808*	*5,808*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

7. Total resources expended

	Fundraising £	People £	Places £	Support costs £	Governance £	Total £	2024 £
Cost directly allocated to activities							
Salaries	7,318	543,204	169,751	302,915	7,318	1,030,505	1,206,127
Works and incidental costs	-	13,031	54,142	-	-	67,173	532,598
Professional Fees	-	-	-	27,334	30,700	58,034	71,871
Other costs allocated to activities							
Office costs	916	14,653	4,579	4,579	916	25,642	26,814
Insurance	519	8,297	2,593	2,593	519	14,520	13,267
Depreciation	274	4,386	1,371	1,371	274	7,675	11,194
Printing, postage and stationary	36	570	178	178	36	997	1,364
Training	32	515	161	161	32	901	(837)
Travel	705	11,285	3,526	3,526	705	19,748	20,518
IT costs	1,140	18,241	5,700	5,700	1,140	31,921	30,080
Bank charges	23	371	116	116	23	650	4,097
Unrecoverable VAT	622	9,946	3,108	3,108	622	17,405	20,272
Sundry expenses	1,156	18,490	5,778	5,778	1,156	32,357	37,002
	12,740	642,987	251,003	357,359	43,440	1,307,528	1,974,367
Allocation of Governance Costs	1,551	34,131	7,757	-	(43,440)	-	-
Allocation of Support Costs	12,763	280,782	63,814	(357,359)	-	-	-
	27,054	957,900	322,574	-	-	1,307,528	1,974,367

Other costs allocated to activities are allocated on the basis of average headcount. Support costs of £357,359 relate to restricted funds (2024: £622,525, all restricted funds).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

8. Other expenditure

	Restricted funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Redundancy costs	118,393	118,393	-

Redundancy costs totalling £118,393 (2024: £NIL) have occured in the year ended 31 March 2025. This consists of wages and salaries £108,561 (2024: £NIL), social security costs £7,052 (2024: £NIL) and pension costs £2,780 (2024: £NIL).

9. Auditors' remuneration

	2025 £	*2024 £*
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	11,750	*10,600*

10. Staff costs

	2025 £	*2024 £*
Wages and salaries	808,235	*1,058,514*
Social security costs	69,999	*99,351*
Contribution to defined contribution pension schemes	33,878	*54,263*
	912,112	*1,212,128*

The average number of persons employed by the Charity during the year was as follows:

	2025 No.	*2024 No.*
People	16	*12*
Places	5	*5*
Generating Funds	1	*1*
Support and governance	6	*14*
	28	*32*

No employee received remuneration amounting to more than £60,000 in either year.

Key management personnel were paid a total of £202,972 (2024: £291,872).

11. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2024 - £NIL)*.

During the year ended 31 March 2025, expenses totalling £25 were reimbursed or paid directly to 1 Trustee *(2024 - £NIL* to Trustees).

12. Tangible fixed assets

	Motor vehicles £	Office equipment £	Total £
Cost or valuation			
At 1 April 2024	40,700	32,839	73,539
Additions	-	1,947	1,947
At 31 March 2025	40,700	34,786	75,486
Depreciation			
At 1 April 2024	24,890	30,809	55,699
Charge for the year	5,473	2,202	7,675
At 31 March 2025	30,363	33,011	63,374
Net book value			
At 31 March 2025	10,337	1,775	12,112
At 31 March 2024	*15,810*	*2,030*	*17,840*

13. Debtors

	2025 £	*2024 £*
Due within one year		
Trade debtors	26,522	*107,493*
Amounts owed by associated Groundwork Trusts	8,572	-
Other debtors	-	*16,163*
Prepayments and accrued income	95,100	*85,987*
	130,194	*209,643*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

14. Creditors: Amounts falling due within one year

	2025 £	*2024 £*
Other loans	100,000	-
Trade creditors	34,451	*69,449*
Amounts owed to associated Groundwork Trusts	16,129	-
Other taxation and social security	39,878	*45,065*
Other creditors	24,056	*33,270*
Accruals and deferred income	172,305	*192,076*
	386,819	*339,860*

Other loans are unsecured, interest free and repayable on demand.

	2025 £	*2024 £*
Deferred income at 1 April 2024	105,569	*140,099*
Resources deferred during the year	129,413	*105,569*
Amounts released from previous periods	(105,569)	*(140,099)*
	129,413	*105,569*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

15. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Balance at 31 March 2025 £
Unrestricted funds				
General Funds	155,876	803	-	156,679
Restricted funds				
Restricted Funds	(173,812)	1,192,363	(1,307,528)	(288,977)
Total of funds	(17,936)	1,193,166	(1,307,528)	(132,298)

Statement of funds - prior year

	Balance at 1 April 2023 £	*Income £*	*Expenditure £*	*Transfers in/out £*	*Gains/ (Losses) £*	*Balance at 31 March 2024 £*
Unrestricted funds						
General Funds	*473,968*	*13,472*	*-*	*(331,564)*	*-*	*155,876*
Restricted funds						
Restricted Funds	*91,157*	*1,386,668*	*(1,983,201)*	*331,564*	*-*	*(173,812)*
Pension reserve	*(132,000)*	*-*	*(6,000)*	*-*	*138,000*	*-*
	(40,843)	*1,386,668*	*(1,989,201)*	*331,564*	*138,000*	*(173,812)*
Total of funds	*433,125*	*1,400,140*	*(1,989,201)*	*-*	*138,000*	*(17,936)*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

16. Summary of funds

Summary of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Balance at 31 March 2025 £
General funds	155,876	803	-	156,679
Restricted funds	(173,812)	1,192,363	(1,307,528)	(288,977)
	(17,936)	1,193,166	(1,307,528)	(132,298)

Summary of funds - prior year

	Balance at 1 April 2023 £	*Income £*	*Expenditure £*	*Transfers in/out £*	*Gains/ (Losses) £*	*Balance at 31 March 2024 £*
General funds	*473,968*	*13,472*	*-*	*(331,564)*	*-*	*155,876*
Restricted funds	*(40,843)*	*1,386,668*	*(1,989,201)*	*331,564*	*138,000*	*(173,812)*
	433,125	*1,400,140*	*(1,989,201)*	*-*	*138,000*	*(17,936)*

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	-	12,112	12,112
Current assets	111,096	131,313	242,409
Creditors due within one year	(400,073)	13,254	(386,819)
Total	(288,977)	156,679	(132,298)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

17. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Restricted funds 2024 £	*Unrestricted funds 2024 £*	*Total funds 2024 £*
Tangible fixed assets	*-*	*17,840*	*17,840*
Current assets	*157,215*	*146,869*	*304,084*
Creditors due within one year	*(331,027)*	*(8,833)*	*(339,860)*
Total	*(173,812)*	*155,876*	*(17,936)*

18. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	*2024 £*
Net expenditure for the year (as per Statement of Financial Activities)	(114,362)	*(589,061)*
Adjustments for:		
Gain on pension scheme	-	*53,000*
Depreciation charges	7,675	*11,194*
Dividends, interests and rents from investments	(741)	*(5,808)*
Non-cash pension changes	-	*(47,000)*
Decrease in debtors	80,280	*161,099*
Increase in creditors	46,869	*464*
Net cash provided by/(used in) operating activities	19,721	*(416,112)*

19. Analysis of cash and cash equivalents

	2025 £	*2024 £*
Cash in hand	112,215	*94,441*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

20. Analysis of changes in net debt

	At 1 April 2024	Cash flows	At 31 March 2025
	£	£	£
Cash at bank and in hand	94,441	17,774	112,215
Debt due within 1 year	-	(100,000)	(100,000)
	94,441	(82,226)	12,215

21. Contingent liabilities

The entity is an employer within the Local Government Pension Scheme, however the actuarial balance has not been included in the balance sheet as this is no longer an ongoing obligation of the entity. In December 2023, the last pension fund contributor left the scheme invoking an employer-cessation event. Management are currently in negotiations with the Local Government Pension Scheme Administering Authority to determine the value and appropriate settlement terms for the cessation liability that is now due. This liability does not meet the third condition set out within 21.4 of FRS 102 with regards to recognition of provisions, as a reliable estimate cannot be made of the amount to be paid. It has been determined by the Administering Authority that the cessation liability will be in the range of £168,000-£829,000 with no agreed amount as at the balance sheet date.

22. Pension commitments

The Charity operates a defined benefit pension scheme.

As per note 21, in December 2023, the last pension fund contributor left the scheme invoking an employer-cessation event. Management are currently in negotiations with the Local Government Pension Scheme Administering Authority to determine the value and appropriate settlement terms for the cessation liability that is now due. The following sets out the position as at 31 March 2024, the year in which the de-recogntion of the liability occurred.

The Groundwork Federation Scheme is a money purchase scheme; its assets are held in a separately administered fund. Contributions were made by employees at a minimum rate of 3% of salary, Employer contributions were made at the rate of 3% where an employee contributes up to 4.5% of their salary. Where an employee contributes at least 4.5% of their salary, the employer contribution was 5% of salary. At 31 March 2025 £Nil (2024: £Nil) was outstanding in relation to these transactions and the charge for the year was £Nil (2025: £5,547).

Retirement benefits to some employees of the Trust are provided by the Local Government Pension Scheme (LGPS). The company is an admitted body of the LGPS, admitted by Nottinghamshire County Council.

The LGPS is a defined benefit funded scheme and the assets are held separately from those of the Company in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

22. Pension commitments (continued)

The actual return on scheme assets was £Nil (2024 - £67,000).

The amounts recognised in the Statement of financial activities are as follows:

	2025 £	*2024 £*
Current service cost	-	*(8,000)*
Net interest	-	*(5,000)*
Administrative expenses	-	*(1,000)*
Total amount recognised in the Statement of financial activities	-	*(14,000)*

Movements in the present value of the defined benefit obligation were as follows:

	2025 £	*2024 £*
Opening defined benefit obligation	-	*1,656,000*
Contributions by scheme participants	-	*2,000*
Benefits paid	-	*(134,000)*
Change in financial assumptions	-	*(26,000)*
Change in demographic assumptions	-	*(20,000)*
Actuarial gain	-	*8,000*
Current service cost	-	*8,000*
Interest cost	-	*57,000*
Derecognition of pension liability on cessation	-	*(1,551,000)*
Closing defined benefit obligation	-	-

22. Pension commitments (continued)

Movements in the fair value of the Charity's share of scheme assets were as follows:

	2025 £	*2024 £*
Opening fair value of scheme assets	-	*1,524,000*
Interest income	-	*52,000*
Expected return on assets	-	*15,000*
Contributions by employer	-	*8,000*
Contributions by scheme participants	-	*2,000*
Benefits paid	-	*(134,000)*
Admin expenses	-	*(1,000)*
Derecognition of pension liability on cessation	-	*(1,466,000)*
Closing fair value of scheme assets	-	*-*

23. Operating lease commitments

At 31 March 2025 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025 £	*2024 £*
Not later than 1 year	735	*735*

24. Related party transactions

The Charity has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2025.

Total key management personnel compensation has been disclosed within Note 10.

GROUNDWORK FIVE COUNTIES

England & Wales - Charity number 1003426

Accounts

Registered number: 02556957
Charity number: 1003426

GROUNDWORK FIVE COUNTIES

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

GROUNDWORK FIVE COUNTIES
(A company limited by guarantee)

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GROUNDWORK FIVE COUNTIES
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2024

Trustees	Mr A Court Councillor J Creamer Mr K Daniell Mr D Ibell Ms E Idoine (resigned 6 February 2024) Ms M J Madin Ms H Skinner Mr G Wright (appointed 24 July 2023) Ms S Bull (resigned 31 May 2023) Mr R Fernandes (resigned 31 July 2023) Mr G James (resigned 4 August 2023) Councillor S Longford (resigned 31 July 2023)
Company registered number	02556957
Charity registered number	1003426
Registered office	16 Commerce Square Lace Market Nottingham NG1 1HS

GROUNDWORK FIVE COUNTIES
(A company limited by guarantee)

CHAIR'S STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

The chairman presents their statement for the year.

Over the last year we have continued to pursue our Strategy of People, Place and Planet. We are passionate about creating a future where every neighbourhood is vibrant and green, every community is strong and able to shape its own destiny, and no-one is held back by their background or circumstances. Our strategy defines our high-level purpose – together we can support more people to flourish, enjoy and care for the places around them, whilst being better guardians of our planet.

2023/2024 was a significant period of change for us. We started the year with our March 2023 restructure being put into place, due to some major programmes ending at the end of 2022/2023. This saw a renewed Senior Management Team and Operational Management Team being formed, with Heads of Service for each of our new Strategic Objectives. The revised staffing structure was built on an agreed Behavioural Framework, with connection and collaboration across the team at its heart, designed to rebuild morale across our wonderful staff team. With a focus on increased public profile and partnership, we also created a new Area Partnership team, to embed and connect us in the communities we are based within, and build partnerships as we moved into new areas of our expanded geography.

As our significant Building Better Opportunities (BBO) and Community Renewal Fund programmes ended, we focused on retraining delivery staff to enable us to retain our skilled and experienced staff team and move to our new Community Coach model – a holistic approach to supporting individuals on a range of services, personal needs and barriers.

Our rebrand of Groundwork Five Counties went live in July and we brought in a Marketing Manager to join our Operational Management Team in August, with a clear remit to increase and maximise our visibility and credibility. This has had a huge impact through her work on improved and consistent branding and messaging, communications, social media and website work (in line with Groundwork UK's agreed illustrations and icons). Demonstrating our value and impact and sharing the changes we make to individuals' lives continues to be a key focus.

With our new structure in place, we saw huge growth and success in some areas of our work. Our Green Doctor service most notably grew from one Green Doctor to a team of eleven. Along with increased team size, our product range also grew, with us trialling our Damp and Disrepair offer in Bassetlaw and Staffordshire, and moving into new technologies to further sustain this growing area of work. We also expanded into Derbyshire and Leicestershire, and carried out localised contracts for Amber Valley, Rushcliffe and Broxtowe Borough Councils, funded through the UK Shared Prosperity Fund.

The Communities Team, along with their usual programmes of work also began a localised BBO follow-on programme of support, Beyond Barriers, in South Derbyshire and moved into a new area of work supporting Hong Kong BNO's to settle and integrate into the UK.

The Environment Team moved into our green hub development work during the year, with The Little Walled Garden on short term lease from Nottingham City Council and Cheapside Community allotment in Worksop being agreed for a longer 25-year lease from Bassetlaw District Council. These sites encompass our longer-term green community hub development ambitions, where we can showcase how people and place come together to enable individuals and their local communities to flourish. We are excited to see these develop over the coming years.

Our development focus, led by our new Head of Development, enabled the above growth areas whilst also increasing our commercial leads and corporate partnerships and volunteering. We saw some new relationships and developments being fostered and a significantly increased level of collaboration with Groundwork UK. Our Development Sub Committee was also created, led by our Deputy Chair and with a focus on diversifying income sources, tracking the pipeline of opportunities and developing new priority areas of work.

Despite many successes, we were faced with significant change and challenge throughout the year. Our transition year saw us move away from two major funders which represented 88% of our annual income. We also lost the delivery of our Area Based Grants due to Nottingham City Council's financial position, had to close down our much-loved SMILE befriending project and the funding for future VCS support in Nottingham is unknown.

CHAIR'S STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Keith Daniell stood down as Chair on 29th November but stayed on as a valued Board member. Margot Madin took up this role as his replacement.

We had considerable changes in our leadership, with our Chief Executive Officer, Emma Atkins, moving on in August 2023, and the Interim Chief Executive Officer Gareth James also leaving us in February 2024. Our long-standing HR, Governance and Finance lead and Head of Operations, Jo Kerry, also retired at the end of December 2023.

A restructure was launched on 15 March 2024 with the Groundwork Five Counties staff team setting out a range of proposed changes, designed to:

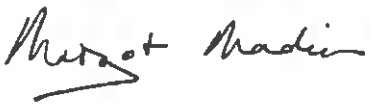
- streamline the Senior Management team to a level commensurate with the size of the organisation,
- remove the dedicated Development function and replace the Operations Team with a smaller Support Services team, again in line with the size of the organisation,
- reduce the cost and maximise the effectiveness of the Communities and Environment delivery teams to improve financial viability.

A clear strategic business plan following restructure, allowing for recovery and growth, is now in place and progressing well. Our new Executive Director, Penny Halewood, is in post and with support from our national Federation Groundwork UK, along with a sound financial plan, we are positioned for a successful 2024/2025. We will build on our areas of growth during 2023/24 for certain work streams. Our focus is to stabilise the organisation and rebuild reserves, following the difficult financial picture at the end of 2023/2024, giving security for our own staff team and for the beneficiaries whom we support.

The Trust is again grateful for the financial support of all our funders as without them we could not serve our beneficiaries. Fundraising for all charities continues to be the biggest challenge but the changing funding environment brings opportunities as well. With a new government and the East Midlands Combined County Authority in place, both closely aligned to our work, many new opportunities are possible. We will continue to diversify our income streams and increase our sustainability through commercial and corporate opportunities.

The support from Groundwork UK over the last year has been instrumental in our recovery plans. We look forward to a continued positive working relationship with them through our strategic work, emerging new opportunities through the Federation network, and through continuation of our core product funding.

I would like to conclude this report by thanking all my fellow Board members for their work on behalf of the Trust and the staff team who continue to deliver great projects and programmes and work extremely hard to ensure the success of the organisation.



Ms M J Madin
Chair
Date: 20 November 2024

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

The Trustees present their annual report together with the audited financial statements of the Charity for the 1 April 2023 to 31 March 2024. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

The focus this year was the implementation of our new strategy, business plan, and growth to truly cover our five counties around our core strategic areas of People, Place and Planet. We continued to work with the following vision, mission and objectives whilst we put into place a new organisational structure agreed at the end of March 2023.

Objectives and activities

a. Vision and Objects

Groundwork Five Counties has a vision whereby together we can support more people to flourish, enjoy and care for the places around them, whilst being better guardians of our planet.

Mission

To empower local communities to live their lives more sustainably.

We achieve our vision by:

- **Engaging:** People are at the heart of what we do.
- **Understanding:** We listen to the wants, needs and aspirations of local people and their communities.
- **Responding:** We design appropriate solutions in partnership.
- **Enabling:** People, communities and organisations are empowered to be part of their own solution.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public Benefit': running a Charity (PB2)'.

In working towards our mission, the Trust is governed by its Memorandum and Articles of Association adopted on November 12th 1990 (as amended by special resolution on 15th September 2010, by special resolution on 22nd June 2016 and by special resolution on 17th October 2022), which outline its purpose. Our objectives are to:

- Promote the conservation, protection and improvement of the physical and natural environment anywhere in the areas of Nottinghamshire, Derbyshire and the surrounding areas and;
- Provide facilities in the interests of social welfare for recreation and leisure time occupation with the objective of improving the conditions of life for those living in or working in or resorting to the areas of Nottinghamshire, Derbyshire and the surrounding areas and;
- Advance public education in environmental matters and of the ways of better conserving, protecting and improving the same whosesoever and;

Objectives and activities (continued)

- Promote, for the public benefit, urban and rural regeneration in areas of social and economic deprivation in the areas of Nottinghamshire, Derbyshire and the surrounding areas by:

  i.) the relief of poverty in such ways as may be thought fit;
  ii.) the relief of unemployment in such ways as may thought to be fit including assistance to find employment;
  iii.) the advancement of education, training or re-training, particularly amongst the unemployed, and providing unemployed people with work experience;
  iv.) the creation of training and employment opportunities by the provision of workspace and/or land for use on favourable terms;
  v.) the provision of housing for those who are in conditions of need and the improvement of housing in the public sector or in charitable ownership provided that such power shall not extend to relieving any local authorities or other bodies of a statutory duty to provide or improve housing;
  vi.) the maintenance, improvement or provision of public amenities;
  vii.) the preservation of buildings or sites of historical or architectural importance;
  viii.) the provision or assistance in the provision of recreational facilities for the public at large and/or those who, by reasons of their youth, age, infirmity or disablement, poverty, social or economic circumstances, have need of such facilities;
  ix.) the protection or conservation of the environment, and
  x.) the promotion of public safety and prevention of crime.

In the context of its charitable objectives, 'environment' is defined to encompass all 'quality of life' factors that impact on the well-being of people including, for example, health, housing, employment, learning, citizenship, inclusion as well as the physical and global environment.

The Charity is a participating member of the umbrella body, the Federation of Groundwork Trusts, which comprises of Groundwork UK and fourteen independent Groundwork Trusts across England, Wales and Northern Ireland.

Achievements and performance

a. Review of the Year 2023-24

The 2023/2024 year marked a period of significant transition for our organisation. At the outset, we launched a newly restructured Senior Management Team and Operational Management Team, along with a refreshed strategy centred on three clear Strategic Objectives. With dedicated Heads of Communities, Environment, Development and Operations, we successfully redefined our vision and approach.

Achievements and performance (continued)

GROUNDWORK FIVE COUNTIES PEOPLE – PLACE – PLANET – PURPOSE - PARTNERSHIPS			
VISION	Together we can support more people to flourish, enjoy & care for the places around them whilst being better guardians of our planet.		
MISSION	To empower local communities to live their lives more sustainably		
OBJECTIVES	Groundwork is enabling local people	Groundwork is rejuvenating local green places.	Groundwork is helping people into a green jobs and volunteering
STRATEGIES	We will help people improve their lives and their communities by providing sustainable solutions.	We will support people to protect and improve their local green spaces so that all lives flourish.	We will develop a pathway of opportunities to help people into green jobs and volunteering, ensuring we can all be better guardians of our planet.
TACTICS	How will we do it: ✓ With a unique team providing coaching and technical expertise that offers work readiness, green doctor support, befriending services, outdoor activities, and numeracy skills. ✓ By harnessing all the support available. ✓ By listening to communities and delivering advice and guidance to meet their needs. ✓ By providing expertise to help local organisations access grant funding.	How will we do it: ✓ By scaling up and marketing our services better, listening to the needs of the community and mitigating the effects of climate change to design safe and accessible green spaces. ✓ By developing commercial contracts to benefit local communities. ✓ By supporting communities with local habitat management projects that harness local partnerships and deliver sustainability and accessibility. ✓ By working with social housing providers and community associations to empower residents to enjoy outdoor spaces. ✓ By exploring biodiversity and carbon offset services to sustain the work of the charity and benefit the planet.	How will we do it ✓ By developing a skills pathway for green jobs and volunteering, enabling access to funding and opportunities such as the apprenticeship levy provision. ✓ By putting the person who volunteers at the heart of our focus, linking them into our pathway and provide skills development towards jobs. ✓ By supporting local people to become community enablers, encouraging everyone to enjoy and protect green spaces. ✓ By working in collaboration with other agencies. ✓ By involving businesses and landowners in a drive towards net zero.

Throughout the year, our focus was on establishing our new identity, securing new contracts, and expanding our operations to address the funding gaps left by major programmes that concluded in March 2023. By enhancing our external outreach and fostering new partnerships, we effectively broadened our core offerings and introduced innovative services in new areas of operation.

We also introduced a new Area Partnership team to enhance our public profile and strengthen our community engagement. This team was instrumental in embedding us within the communities we serve and establishing partnerships as we extended our geographical reach.

Programmatic changes and achievements

With the conclusion of our Building Better Opportunities (BBO) and Community Renewal Fund programmes, we shifted focus to retrain our delivery staff and implement our new Community Coach model. This model offers a holistic approach to addressing a range of personal needs and barriers faced by individuals.

Our rebranding efforts for Groundwork Five Counties launched successfully in July 2023, accompanied by the addition of a Marketing Manager in August 2023. This role has been pivotal in enhancing our visibility and credibility through improved branding, consistent messaging, and effective communication strategies.

Over the past year, our team has driven several key outcomes that have significantly advanced our organisation's goals:

- **Talent Retention:** We successfully retained key talent within the organisation, contributing to our long-term sustainability and effectiveness.
- **Standardised Service Delivery:** We successfully implemented a new team structure and retrained all delivery staff, ensuring a consistent and high-quality service across all programmes of work.
- **Service Innovation:** Through reflection and review of our delivery, we identified and developed new services that better meet the needs of our beneficiaries. We also evolved new commercial products which will contribute towards our reduced reliance on funding.
- **Strengthened Partnerships:** Our relationship with Groundwork UK has deepened, providing invaluable support, and opening new opportunities for income generation and collaboration.
- **Increased Local Engagement:** We strengthened our local profile through strategic events, networking, and

Achievements and performance (continued)

relationship management, leading to greater community involvement and support.

- **Enhanced Team Dynamics:** With our new structure, we embedded our Behaviours Framework into every-day practice, fostering a positive and collaborative work environment.
- **Governance Improvement:** We acted on the recommendations from our governance review, enhancing our organisational oversight and decision-making processes.
- **Policy Modernisation:** We updated policies to be more user-friendly and relevant, ensuring they better meet the needs of both staff and beneficiaries.
- **Enhanced Fundraising Planning:** We improved our pipeline monitoring and reporting tools, which have enabled us to better plan and diversify our fundraising efforts, thereby reducing financial risk.
- **Bid Writing Capability:** Our bid writing capabilities were significantly expanded through targeted upskilling of our development team and managers, increasing our success rate in securing funding.
- **Optimised Funding Assessment:** Our Research and Fundraising Lead transitioned to a triage role, enhancing our ability to assess and prioritise funding opportunities based on potential success before engaging in bid writing.
- **Rebranding:** We launched a new name and brand after extensive consultation, which more accurately represents our expanded reach across the East Midlands.
- **Website Development:** We successfully developed and launched a new website, improving our online presence and accessibility for stakeholders.
- **Risk Management:** We updated our risk register, which is now regularly reviewed at the board and executive levels to ensure we stay on track and effectively manage potential challenges.

Despite a great many successes and growth within the year, we faced some challenges. Towards the end of the financial year, in response to the projected loss facing our organisation, the trustees took decisive action by reaching out to Groundwork UK for support, leveraging their network of experts to help us navigate this challenging situation.

On 15 March 2024, we launched a restructure within the Groundwork Five Counties staff team, implementing a series of proposed changes aimed at:

- Streamlining the Senior Management team to better align with the organisation's size.
- Dissolving the Development team and replacing the Operations Team with a more compact Support Services team, reflective of the organisation's scale.
- Reducing costs and maximizing the effectiveness of the Communities and Environment delivery teams to enhance financial viability.

We are now well into our recovery, post restructure, which is detailed in our 2024/2025 plans below.

Achievements and performance (continued)

b. Ensuring operational excellence

Operations and Governance

- Regular SMT meetings continued along with newly established quarterly Operational Management Team meetings, to ensure strategy and delivery were aligned and new teams were on track.
- Increased Board level representation at the Federation Board following the appointment of Margot Madin.
- Implementation of the governance review including the departure of some long-serving Trustees and onboarding of Ed Wright.
- Continuation of Policy review framework to ensure that we have policies that are fit for purpose, reviewed, and updated regularly in terms of organisational need and legislative requirements.
- Increased level of impact data collected to capture results of our hard work, and the impact on people, place, and planet.
- Emma Atkins, Chief Executive Officer, left us in August 2023 and, following a handover period, Gareth James was appointed as Interim Chief Executive Officer to replace her.
- Risk Register reviewed and updated and included as a standing agenda item of each board meeting.
- Appointment of Margot Madin as Chair in November 2023, following on from Keith Daniell stepping down.
- Head of Operations and long-standing HR, Governance & Finance Lead, Jo Kerry, retired in December 2023 on completion of an extended and comprehensive handover to the Operations Team and new Head of Operations, Adam West.
- With the departure of our Interim CEO, Gareth James, in February 2024, our remaining SMT stepped up to jointly run the organisation, under the instruction of the Board of Trustees.

People

- Implemented the new structure from April 2023 and supported the creation and transition of the 25 new roles created and 12 roles remaining with some minor changes. This included the transition of delivery staff from expired contracts to exciting new delivery roles within the Five Counties.
- We also introduced and onboarded new post holders to the new senior roles - Head of Communities and Impact, Head of Development, and Head of Operations, to add to the existing Head of Environment role.
- Increased development and partnerships roles within the structure to drive collaborative approach to fundraising and income generation.
- Quarterly Team Days continued to enable new teams and colleagues to get to know each other, understand new roles and continue to collectively develop of our new mission, vision, and strategy.
- Fortnightly sharing sessions for all staff continued, to enable updates, training, and informal sharing across the organisation.
- Updated and improved our recruitment and onboarding process, resulting in increased interest and competition for vacancies to work for Groundwork Five Counties.
- Modernised performance management practises to underpin our people's Behaviours Framework.
- Enhanced marketing and communications through staff training on standardised branding, social media engagement, sharing successes, and the creation of a volunteer newsletter.

Finance

- Annual audit to March 2023 took place in August 2023. The audit went well, and the audited accounts were approved at the November AGM.
- Charity Commission and Companies House returns both completed within the required timescales.
- Bedded in new finance workflows with accountants UHY, our newly appointed finance advisor, William Howarth, and new bookkeeper role.
- Finalised streamlining and modernisation of banking arrangements and accounting processes.

Achievements and performance (continued)

c. Enabling local people

Towards Work – Building Better Opportunities

- Closing down and final reporting for this significant programme.
- Financial reconciliation with all external delivery partners and The National Lottery Community Fund.
- Core staff team carried out archiving and office closure in the first quarter of this year – a huge undertaking.
- Retained most of the outgoing BBO staff as part of the restructure, to keep talent and momentum for the new strategy.

Green Doctor

- Huge expansion of the team, growing from one Green Doctor to a team of eleven following upskilling of wider Coach team.
- Expanded product range:
  - Trialled Damp and Disrepair offer in Bassetlaw and Staffordshire.
  - Integrated new technologies to enhance service sustainability.
- Geographic expansion:
  - Entered markets in Derbyshire and Leicestershire.
  - Undertook localised contracts for Amber Valley, Rushcliffe, and Broxtowe Borough Councils.
- Funding from a range of new and established sources:
  - Cadent extension of new 3-year programme, through Groundwork UK, commencing January 2024.
  - Continued Redress funding through Groundwork UK and our own successful application for area expansion to Derbyshire and Leicestershire.
  - National Grid and National Grid Energy Affordability funding.
  - UK Shared Prosperity Fund additional funding in Amber Valley, Broxtowe, and Rushcliffe.
  - British Gas new national funding via Groundwork UK.
  - National Lottery Cost of Living Fund.
- Efficiencies introduced to increase productivity resulting in record level results.
- 220 home visits carried out with an estimated saving of £41,187 on household energy bills as a result.

Smile Befriending Project

- Continued to recruit, train, and manage volunteers to the role of befriender and manage referrals from a variety of sources, supporting people to make community connections and friendships, and lessen negative effects of loneliness and isolation.
- Supported 225 people to not feel socially isolated by recruiting and training 18 volunteer befrienders across Nottingham City.
- 84 people supported to attend community-based activities, lunch clubs etc,
- 167 participating in sport and physical activity.
- Sadly, this project ended at the end of this financial year, due to lack of funding. We hope to reinstate this project in the future.

Achievements and performance (continued)

New Programmes of Work

Beyond Barriers – South Derbyshire

- Set up new holistic employability programme, supporting individuals with work readiness, as a localised follow on to Towards Work.
- Recruited dedicated Community Coach to work from within the local community.
- Actively working with 21 economically inactive participants, and supported 4 people into employment, through weekly face to face meetings.
- Supported people to access training, debt advice, mental health and housing support to remove barriers.

Hong Kong British Nationals Overseas support programme

- Set up new stream of work to support BNOs settle and integrate into the UK
- New partnerships set up with this community and created a successful project running September 2023 – March 2024.
- Results included 129 people developing language skills for socialising and/or employment, 104 people accessing employment skills and employment, 44 accessing education and 19 accessing mental health support.
- 247 people were supported with integration into their local community.
- We hope to continue to support this community in future years.

Grant Management Services/Programmes

Tesco Community Grants (delivered via the Environment team currently)

- Supported over 408 grant applications for 34 Tesco regions which cover the whole of Five Counties.
- Arranged and Chaired shortlisting meetings with Tesco colleagues.
- Provide promotional support for Tesco stores and Tesco Community Champions, including in store events.
- Provide support for all store Nominated organisations to achieve application.

Area Based Grants (Nottingham City Council)

- Maintained our role as Area 3 Lead covering the wards Aspley, Bilborough and Leen Valley.
- Formed a partnership with 12 local organisations to deliver the services across these wards for 2023/2024, delivering Area Based Grants on behalf of Nottingham City Council.
- Delivery Plan detailing targets and financial allocations managed for the City Council over the year.
- Supported partners to develop their own direct offers with the closing of this funding at the end of March 2023. No further funds or programme of delivery available through Nottingham City.

Save Our Wild Isles

- Bid enabler role for the SOWI Community Fund from Aviva, in partnership with WWF and RSPB.
- Worked as part of a Groundwork UK wide grant support initiative to aid local communities with their applications, to take action for nature in their local areas.
- Worked with 248 individuals through 15 promotional events, 43 networking events, and resulting in 58 engagement opportunities.

Achievements and performance (continued)

Holiday Activity Fund (Nottingham City Council)

- Nottingham City Council's Holiday Activities grant funding managed by Groundwork for a further year. The Area 3 Partnership carries out delivery. The aims of the funding are for children eligible for free school meals or vulnerable, to attend provision to eat healthily and be more active during school holidays; take part in engaging and enriching activities supporting personal development and educational attainment; be safe and not socially isolated.
- Supported local delivery partners with their localised offers as due to funding cuts, we have exited from our co-ordination role for next financial year.

Playzone Project Management Contract

- PlayZone project management contract completed.
- 3 potential locations progressing to full sites across Nottingham city with stronger applications.

d. Rejuvenating local green places

Conservation management & community engagement

Derbyshire County Council SLA delivered successfully

- Carried out access improvements and habitat management to agreed sites including recruitment and management of local volunteers.
- Carried out maintenance of Archaeological Way on behalf of the Bolsover Partnership with local volunteers.
- 337.25 volunteer days delivered.
- Equivalent to £29,199.

Amber Valley Borough Council SLA delivered successfully

- Maintained 6 local nature reserves with volunteers and friends' groups, ensuring sites are maintained to increase biodiversity, new habitats are created as appropriate, species surveys carried out to monitor success, access routes are maintained and repaired.
- 212,445m² land maintained and improved for biodiversity and access, with volunteers - the equivalent of 18 Trafalgar Squares!
- Autumn Footprints Walking Festival – 2 weeks of guided walks organised and promoted.

Matlock Town Council SLA delivered successfully

- Completed maintenance of various wild sites owned by Matlock Town Council, working with Denesfield Rangers volunteer group. Works include habitat management and creation, improvements and maintenance of access routes, wildlife recording and events including pond dipping session with local school.
- 40,200m² land maintained and improved for biodiversity and access, with volunteers. The equivalent of 1005 bowling greens!

Heanor and Loscoe Town Council SLA delivered successfully

- Red River Local Nature Reserve managed and maintained with the Friends Group.
- Improving biodiversity and habitats, carrying out species recordings and maintaining access.

Achievements and performance (continued)

National Forest SLA delivered successfully

- Carried out maintenance sessions to trails and sites within the National Forest with volunteers.
- Organised events to increase participation in the natural environment by the local community.
- Arranged training sessions for community groups operating in the National Forest.
- Forest work sessions with volunteers, facilitation of woodland group training and support.

SEGRO – Green Skills Employment programme

- Successfully delivered, with 10 people upskilled and trained.
- Completion of boardwalk and vegetation maintenance at Nature Reserve in National Forest.

Bolsover Beyond Barriers – Green Skills Employment Programme

- Cohort 1 delivered, with 4 people upskilled and trained to Level 2 Brush-cutters and trimmers.
- Delivery of habitat management including woodland coppicing to Archaeological Way within Brook Park.

Brook Park

- Community Engagement Events and conservation sessions successfully delivered.
- Local walks, talks, children's sessions and family events.

Being active outdoors

Wellies in the Woods and Get into Nature

- Programmes delivered successfully.
- 87 adults and children feeling more connected to nature.
- 87 people felt improvements to their mental health and wellbeing.
- 24 adults feel more connected to their community.
- 59 people have made new friendships and friendship groups.

CEMEX Education Programme

- 2 schools engaged in education sessions about limestone quarries in operation, restoration of quarries and environmental issues.

Landscape design

- Co-op Bretby Crematorium Sustainable Space design and implementation of capital works successfully completed.
- Co-op Dudley Sustainable Space design and implementation of capital works successfully completed.
- Nottingham City Council's Tree & Woodland Strategy, initial survey complete: 1400 responses. Community
- Workshops completed. Report completed.
- Belper Community Orchard sketch scheme completed. Consultation phase with Town Council completed.
- Playzone consultation completed: data collated, analysed and report produced.
- Selston Country Park design and implementation of capital works completed.
- Coxmoor Estate Feasibility Study completed.

Achievements and performance (continued)

e. Business development

Damp and Disrepair

- Commenced working with Bassetlaw District Council to deliver 300 Damp and Disrepair reports.
- Created the foundation to make a wider offer to other district and borough councils with housing stock.
- Ashfield and Mansfield have both shown a level of interest.

Other complementary products in development

- Begun to negotiate complementary Damp and Disrepair offers to identify proactive approaches to other areas of housing stock where our service could be of value.
- A draft proposal under development, to concentrate our efforts on new residents taking up properties – this we hope will combat the homes already in a state of mould and disrepair and concentrate more on:
  - the education of how best to look after a property;
  - keep energy efficiencies maximised for cost benefits;
  - less fuels used to support environmental issues;
  - better kept housing for health and wellbeing.

Cheapside allotments

- Successful in leasing, long term, two allotment plots in Cheapside to create a community hub.
- More opportunity to attract different funds, grow a local area and potentially move to managing the whole site in time for the local council.
- UKSPF bid successful to start the consultation and 3-day events for the community hub.

VCSE Energy Efficiency Scheme

- Worked with and developed pathways to be able to deliver DCMS programme in collaboration with our wider Groundwork Federation colleagues, for further training and certification support.

Water Literacy

- Worked along Groundwork East to be part of the supply chain for the evolving Water Literacy training programme.

Corporate funding

- Received donations from Enterprise towards the purchase of equipment to support low-income families.

Corporate volunteering

- British Gas Zero corporate volunteering day.
- Enthusiasm and success of the day has led to closer working relationship with Groundwork UK and the corporate volunteering team.
- Sharing of good practice, paperwork, and opportunities to grow this area of the business.

Development Sub Committee

- Created this Sub Committee of the board to focus on growth and opportunity.
  Development instrumental in the growth demonstrated within the Communities and Environment teams during the year.

Financial review

a. Financial

As is apparent from the accounts, the year ended 31 March 2024 was a very difficult one. Going into the year with the loss of two major contracts which had previously brought in £2.7m or 88% of the organisation's income this was always going to be a challenge but there was a clear plan to:

- diversify revenues streams to reduce the Trust's dependency on major grants and create unrestricted funds that can be used as matched funding for future projects;
- set a target to deliver activity to the value of approximately £3.0 million, maximising the charitable impact of the organisation;
- contain any deficit to around £50k before any additional pension costs arising from the defined benefit pension scheme's next actuarial valuation;
- continue to identify ways to reduce our cost base while maintaining or improving the quality of our activities.

Whilst a number of potential funding opportunities were identified, these were not secured at the levels required and as the year progressed it became apparent that confirmed funding opportunities were unlikely to reach the £3m level in the medium term.

It was decided at the end of the year that resources would need to be significantly reduced to create a smaller and sustainable organisation. A major restructure was completed in May 2024 which will see the organisation returning to surplus generation in quarter three of the financial year ending 31 March 2025.

b. 2024 performance

Net expenditure before actuarial gains on the Trust's pensions schemes of £589,061 was considerably above the level of the previous year (£108,957).

This ongoing operational loss reinforces the decision to develop the new strategic framework for the Trust to create a sustainable financial base from which to deliver our charitable objectives.

c. Income

Income reduced from £4.6m last year to £1.4m.

The Trust's biggest funders in 2023 were the National Lottery with £2.4m of income for the Building Better Opportunities programme and £1.6m of income from the UK government's Community Renewal Fund delivered through both Nottingham City Council and Nottinghamshire County Council. On completion of these two major projects there was just £0.3m of residual income received this year on these projects. Whilst income from other sources doubled from £0.6m in 2023 to £1.2m in 2024 this was some short of the target levels set.

d. Expenditure

Expenditure in 2024 decreased to £2.0m from £4.7m in 2023.

Within this, £0.7m (44%), (2023 £3.1m (65%)) was the direct cost of delivering the projects. The other major cost was our staff team which decreased from £1.4m (30% of total spend in 2023) to £1.2m (60%).

The staff team was reduced to levels required to deliver the new strategy, but with the growth levels not achieved this level of resource was not sustainable going forward and has been reduced further in the latest restructure.

e. Liquidity

Cash at bank and in hand at the end of the year was £94,441 providing a small buffer whilst the latest restructure takes effect.

f. Going concern

The Trustees have reviewed a forecast for a period of twelve months from the date of approval of these financial statements and believe that it is appropriate for the Company's financial statements to be prepared on a going concern basis.

However, the Trustees also recognise that following this year's performance existing cash reserves have reduced significantly.

The forecast produced for the next twelve months shows that profitability and cash levels will reach a sustainable level. However, whilst the restructure has significantly reduced the overall cost base, the loss of the National Lottery 'Building Better Opportunities' funding has created a need to find alternative sources of income and we must recognise that as the forecasts still require some growth over this year's achieved income levels, there is a material uncertainty that if this growth is not delivered any remaining cash reserves could be exhausted. Please refer to the Trustees report for further detail and context.

The Trustees continue to ensure that projected cashflows are monitored based on confirmed income on a weekly basis and, working closely with Groundwork UK, will take such steps as necessary to secure additional funding or amend the cost base as appropriate to ensure the charity remains a going concern.

g. Reserves policy

Historically the Trust's agreed Reserves Policy has been to provide three months cover for all staff salaries and cash overheads (i.e. excluding depreciation and other non-cash items) as well as covering all liabilities on outstanding contracts. Additionally in 2022 the Trust also agreed to continue to provide a contingency of approximately £50,000 to guard the Trust against unforeseen risks including: taking professional advice in relation to governance and compliance matters, and safeguarding against contract risks.

Last year the Board noted that in setting out to deliver its new strategy reserves levels might fall below this level in the short term, but careful monitoring of cash forecasts should ensure our obligations to salaries, suppliers and funders can continue to be met.

This remains the position for the financial year ended 31 March 2025, with reserve levels forecast to increase across the year but still below the previously agreed targets.

Structure, governance and management

a. Constitution

Groundwork Five Counties is registered as a charitable company limited by guarantee and was set up by a Trust deed.

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

The Board are responsible for the overall governance of the Trust in accordance with Company and Charity Law.

The Trustees may at any time appoint any individual who is eligible as a Trustee by a resolution passed at a properly convened meeting of the Trustees. Trustees other than the Groundwork UK Trustee shall hold office for such terms determined by the Trustees provided that no Trustee shall serve longer than three terms of three years (in exceptional cases).

The Board continues to move to a more representative structure on a skills basis and representative of the much larger new geographical coverage of the organisation. Further trustee recruitment is planned for 2024/2025.

The Groundwork UK Trustee shall be an individual nominated by Groundwork UK. The Groundwork UK Trustee shall hold office for such terms determined by Groundwork UK provided that no Groundwork UK Trustee shall serve longer than three terms of three years (in exceptional cases).

All new Directors undergo an induction process to acquaint them with the Trust's Charitable Objects; policies and practise; aims and objectives; management and governance; and what is expected of them under legislation, with reference to Charity Commission guidance. Governance Training is provided, and all Directors are expected to commit to the Principles of Public Office.

The Board operates in an open and transparent manner, balancing opportunity against risk with the objective of ensuring the long-term sustainability of the Trust. It delegates certain powers in connection with the management and administration of the Trust as set out below. This is controlled by regular reporting back to the Board so that all decisions made under delegated powers can be ratified by the full Board in due course.

b. Committees of the Board

The Board has three sub-committees who work within parameters defined by their respective approved Terms of Reference. As directed by the Board, all Committees regularly report back to and provide recommendations to the Board. The overall purpose of each committee is set out below:

Audit and Finance Committee – to ensure that there is a framework for accountability; for examining and reviewing all systems and methods of control both financial and otherwise including risk analysis and risk management; and for ensuring the Trust is complying with all aspects of the law, relevant regulations and good practice. The Committee is supported by the appointed Finance Advisor.

Human Resources Committee – to assist the Board in the discharge of their responsibilities for agreeing the staff plan, remunerating employees, reviewing HR systems and policies, ensuring that the Board has a full complement of members and ensuring the Trust is complying with all aspects of the law, relevant regulations and good practice. The Committee is supported by the Chief Executive Officer. This Sub-committee, following a short pause, is to be reconvened with the increase in new Trustees in 2024/2025.

Development Commitee – started in September 2023 to ensure a joined up and collaborative approach to new developments, marketing and fundraising strategy between the Board and Senior Management Team, and to monitor compliance and risk within. This committee replaced the previous Compliance Committee whose responsibilities were dispersed amongst the remaining sub-committees.

Structure, governance and management (continued)

c. Chief Executive Officer

The Chief Executive Officer/Executive Director is responsible for the day-to-day management of the Trust's affairs and for implementing the policies agreed by the Board of Directors. The Chief Executive Officer is assisted by a small team of Senior Managers.

d. Risk management

The Board and its sub committees lead in assessing potential business risks facing the Charity. It works with the Senior Management team to minimise those risks. During the year, under the guidance of the committees, the Board was able to consider how the Trust might respond to identified risk.

In terms of overall risks, the biggest risk to the Trust is in securing funding to continue its activities. In the Charity's case its reliance on one or two major funders left it vulnerable as we moved into 2023/2024. Therefore, the Charity is working hard to diversify its funding to ensure its sustainability going forward.

Outside of the risks associated with securing income, the Trust recognises that the following major risks exist:

- In terms of its people, where because of its size there is a danger that key skills and knowledge are held by a single person;
- In terms of its systems, where a key part of the Trust's success is based upon its systems which if disrupted would have a significant ability on the Trust to operate; and
- The liability on its former defined benefit pension scheme.

In recognising the above risks, the Trust's Directors and Senior Management have put in place actions to mitigate against these risks as well as regular review of both the risks and mitigating actions.

e. Training and communication

The Trust recognises the value of its people and is committed to the training and career development of all employees.

Employees are kept fully informed of (and contribute to) development of strategy, objectives and delivery of stretching targets as well as news of day-to-day activities and events. Regular information about the organisation is available through various methods. All employees are encouraged to contribute their suggestions for improving the organisation.

The Trust has comprehensive Human Resources policies and procedures, with particular attention paid to Health, Safety and Welfare. The Trust supports equal opportunities and diversity and has a policy of recruitment and promotion at all levels based on aptitude and ability.

The Trust Health, Safety and Welfare policy, supported by the staff training plan, sets out minimum standards of Health and Safety training for all staff. This includes Health and Safety Overview, Risk Assessment, Manual Handling and Fire Training components. The policy is reviewed regularly in order to ensure compliance with latest guidance.

The Trust has an approved Equality and Diversity Policy. Staff and subcontractors are expected not to discriminate on the grounds of race, gender, ethnicity, nationality, religious belief, disability, and marital status, and sexual orientation, responsibilities for dependants or unrelated criminal convictions. Induction training and our Behaviours Framework provides a vehicle for ensuring that diversity is valued by all staff. The Trust is committed to ensuring that both equal opportunity and diversity agendas are reflected in all its activities.

Structure, governance and management (continued)

f. Pensions

All employees are encouraged to join the Trust's pension scheme. For those who joined the Trust after April 2008 this is a money purchase scheme provided through AEGON Scottish Equitable and is a federation-wide scheme arranged by The Groundwork Federation.

Historically the organisation has been part of the Local Government Pension Scheme (LGPS), administered by Nottinghamshire County Council, which is a defined benefit pension scheme. During the year the last contributing employee left the organisation, this employee-cessation event will result in an amortisation of future liabilities.

The Charity is in dialogue with Nottinghamshire County Council to establish the final liability figure. An in-principle agreement has been made for a Deferred Debt, and whilst we still await final figures on the overall liability we are confident that there will be no short term request to recover the full liability.

The auditor's report notes that in the absence of a final figure or accurate estimate from the Council, an amount cannot be shown on the balance sheet but will appear as a Contingent Liability.

Structure, governance and management (continued)

g. Advisers to the board (as at 31 March 2024)

Executive Officers:	
Interim Chief Executive Officer	Gareth James (until February 2024)
Head of Communities and Impact	Penny Halewood
Head of Environment	Jo Phelan
Head of Development	Darryl Plummer
Head of Operations	Adam West
(External) Financial Adviser	William Howarth
Chartered Accountants	UHY Hacker Young LLP 14 Park Row Nottingham NG1 6GR
Solicitors Browne Jacobson 44 Castle Gate Nottingham NG1 6EA	**Insurance Adviser** PIB Insurance Brokers Crown House, West Carr Road Retford DN22 7SW
External Auditor PKF Smith Cooper Audit Limited 2 Lace Market Square Nottingham NG1 1PB	**Value Added Tax Adviser** County VAT Consultancy Pippin Cottage Broadlane Bishampton Worcestershire WR10 2LY
Health and Safety Adviser PIB Risk Management. Rossington Business Park West Carr Road Nottinghamshire DN22 7SW	**Employment Lawyer** Gunnercooke LLP 1 Cornhill London EC3V 3ND
Bankers National Westminster Nottingham Smiths Branch 16 S Parade Nottingham NG1 2JX	Lloyds TSB 12-16 Parliament Street Nottingham NG1 3DA

Plans for future periods

Looking ahead to the future 2023 - 2025 and beyond

April 2024 saw the swift implementation of our restructure with this process complete and a new leadership and organisational structure in place from the end of that month. We now have an operating model and financial plan aligned to our reduced turnover target of £1.265m for 2024/2025. A Business Plan is in place, with recovery and growth at its core.

Recovery and growth business plan priorities

- **New Leadership:** Appointing a new Executive Director from April 2024 with support from Groundwork UK and a solid financial plan for a successful 2024/25.
- **Staff Focus:** Prioritising staff morale and security post-restructure through improved communication and engagement.
- **Financial Stabilisation:** Prioritizing the stabilisation of the organisation and rebuilding reserves to ensure security for staff and beneficiaries following financial challenges in 2023/24.
- **Expanding successful services:** Securing funding to enhance and expand the Green Doctor service across new regions.
- **Geographic Expansion:** Targeting growth into new areas while evolving the Green Doctor and commercial offerings, including the Damp and Disrepair service.
- **Efficiency First:** Focusing on optimising current income and delivery models before expanding the staff team.
- **Green Community Hub:** Launching a community garden project at Worksop Cheapside, aimed at hosting volunteer days, family engagement and educational events.
- **Corporate Engagement:** Expanding partnerships with local businesses to grow our corporate volunteering program and build a supporter base for additional income.
- **Enhanced Marketing:** Improved marketing strategy and presence, focusing on showcasing our impact.
- **Collaborative Advocacy:** Working with Groundwork UK's Policy and Public Affairs team to engage with the East Midlands Combined County Authority and adapt to changes after the general election.
- **Income Diversification:** Driving efforts to diversify income and create flexible funds for delivery and recovery, while testing new products and services.
- **Strategic Program Development:** Managing programmes that align with our objectives: enhancing lives and communities, protecting green spaces, and creating pathways to green jobs and volunteering.
- **Public Affairs Focus:** Prioritizing public affairs to enhance visibility and credibility with public sector stakeholders.
- **Impact Sharing:** Strengthening impact sharing and learning to improve local delivery.
- **Diversity and Growth:** Building an effective, diverse organisation that reflects our communities and supports career development.

Acknowledgements

We are indebted to the following trusts, foundations and donors for their invaluable help in providing funds to support our charitable work this year:

Amber Valley Borough Council
Bassetlaw District Council
Bolsover CVS
Boots Charitable Trust
British Gas Warmer Homes
Broxtowe Borough Council
Cadent Foundation
Cemex
Central Government via Inspire Culture
Charities Aid Foundation - Warburtons
Comic Relief
Community Vaccine Champions Fund
Department for Levelling Up, Housing and Communities.
Education and Skills Funding Agency – Community and Family Learning - Nottingham City Council
Energy Industry Voluntary Redress Scheme
Enterprise Car Rental
Football Foundation via Active Partnerships Trust
Groundwork East
Groundwork UK
Independence At Home
Jones 1986 Charitable Trust
Lady Hind Trust
National Energy Action
Centre for Sustainable Energy - National Grid (Community Matters Fund- Fuel Poverty and Energy Affordability Fund)
National Lottery Community Fund
European Social Fund
National Lottery Heritage Trust via Groundwork UK
Nottingham City Council
Nottingham College
R Nuttall
Ridge Clean Energy Ltd
RS Logistics
Rushcliffe Borough Council
Save our Wild Isles
SEGRO
Shakespeare Martineau
Tesco Stronger Starts
The Gray Trust
The National Forest Company
The Warburtons Foundation
Thomas Farr Charity via Nottinghamshire Community Foundation
UK Shared Prosperity Fund

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- 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 keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, PKF Smith Cooper Audit Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Ms M J Madin
Chair
Date: 20 November 2024

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GROUNDWORK FIVE COUNTIES

Opinion

We have audited the financial statements of Groundwork Five Counties (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. 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 charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its 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 Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, 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.

Material uncertainty related to going concern

We draw attention to note 2.2 in the financial statements, which indicates that new funding streams in 2024 have not yet reached sustainable levels and existing cash reserves have reduced. As stated in note 2.2, these events or conditions, along with the other matters as set forth in the note 2.2, indicate that a material uncertainty exists that may cast significant doubt on the charitable company's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GROUNDWORK FIVE COUNTIES (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. 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. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; 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 (who are also the directors of the charitable company for the purposes of company law) 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 charitable 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 charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GROUNDWORK FIVE COUNTIES (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the company and industry, we identify the key laws and regulations affecting the company. We identified that the principal risk of fraud or non-compliance with laws and regulations related to:

- management bias in respect of accounting estimates and judgements made:
- management override of control;
- posting of unusual journals or transactions.

We focussed on those areas that could give rise to a material misstatement in the Society's financial statements. Our procedures included, but were not limited to:

- enquiry of management and those charged with governance around actual and potential litigation and claims, including instances of non-compliance with laws and regulations and fraud;
- reviewing minutes of meetings of those charged with governance where available;
- reviewing legal expenditure in the year to identify instances of non-compliance with laws and regulations and fraud;
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

It is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GROUNDWORK FIVE COUNTIES (CONTINUED)

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

PKF Smith Cooper Audit Limited

PKF Smith Cooper Audit Limited
Statutory Auditors
2 Lace Market Square
Nottingham
NG1 1PB

27 November 2024

PKF Smith Cooper Audit Limited are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

GROUNDWORK FIVE COUNTIES
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2024

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Income from:					
Charitable activities	4	1,386,668	-	1,386,668	*4,604,031*
Other trading activities	5	-	7,664	7,664	*13,770*
Investments	6	-	5,808	5,808	*1,523*
Total income		1,386,668	13,472	1,400,140	*4,619,324*
Expenditure on:					
Raising funds		5,119	-	5,119	*13,039*
Charitable activities		1,984,082	-	1,984,082	*4,715,242*
Total expenditure		1,989,201	-	1,989,201	*4,728,281*
Net (expenditure)/income		(602,533)	13,472	(589,061)	*(108,957)*
Transfers between funds	14	331,564	(331,564)	-	-
Net movement in funds before other recognised gains/(losses)		(270,969)	(318,092)	(589,061)	*(108,957)*
Other recognised gains/(losses):					
Actuarial gains on defined benefit pension schemes	21	138,000	-	138,000	*852,000*
Net movement in funds		(132,969)	(318,092)	(451,061)	*743,043*
Reconciliation of funds:					
Total funds brought forward		(40,843)	473,968	433,125	*(309,918)*
Net movement in funds		(132,969)	(318,092)	(451,061)	*743,043*
Total funds carried forward		(173,812)	155,876	(17,936)	*433,125*

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 30 to 47 form part of these financial statements.

GROUNDWORK FIVE COUNTIES
(A company limited by guarantee)
REGISTERED NUMBER: 02556957

BALANCE SHEET
AS AT 31 MARCH 2024

	Note		2024 £		*2023 £*
Fixed assets					
Tangible assets	11		17,840		*20,212*
Current assets					
Debtors	12	209,643		*370,742*	
Cash at bank and in hand		94,441		*513,567*	
		304,084		*884,309*	
Creditors: amounts falling due within one year	13	(339,860)		*(339,396)*	
Net current liabilities / assets			(35,776)		*544,913*
Total assets less current liabilities			(17,936)		*565,125*
Net liabilities / assets excluding pension asset / liability			(17,936)		*565,125*
Defined benefit pension scheme asset / liability	21		-		*(132,000)*
Total net assets			(17,936)		*433,125*
Charity funds					
Restricted funds	14		(173,812)		*(40,843)*
Unrestricted funds	14		155,876		*473,968*
Total funds			(17,936)		*433,125*

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006. The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006. However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

.....
Ms M J Madin
Chair
Date: 20 November 2024

The notes on pages 30 to 47 form part of these financial statements.

GROUNDWORK FIVE COUNTIES
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	*2023* *£*
Cash flows from operating activities		
Net cash used in operating activities (note 17)	(416,112)	*(342,837)*
Cash flows from investing activities		
Dividends, interests and rents from investments	5,808	*1,523*
Purchase of tangible fixed assets	(8,822)	*(813)*
Net cash (used in)/provided by investing activities	(3,014)	710
Change in cash and cash equivalents in the year	(419,126)	(342,127)
Cash and cash equivalents at the beginning of the year	513,567	*855,694*
Cash and cash equivalents at the end of the year (note 18)	94,441	*513,567*

The notes on pages 30 to 47 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. General information

The Trust is an incorporated charity, registered in England. Its registered office is 16 Commerce Square, Lace Market, Nottingham, NG1 1HS and the charity number is 1003426.

The presentation currency of the financial statements is pounds sterling (£), and the financial statements are rounded to the nearest £1.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Groundwork Five Counties meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Trustees have reviewed a forecast for a period of twelve months from the date of approval of these financial statements and believe that it is appropriate for the Company's financial statements to be prepared on a going concern basis.

However, the Trustees also recognise that following this year's performance existing cash reserves have reduced significantly.

The forecast produced for the next twelve months shows that profitability and cash levels will reach a sustainable level. However, whilst the restructure has significantly reduced the overall cost base, the loss of the National Lottery 'Building Better Opportunities' funding has created a need to find alternative sources of income and we must recognise that as the forecasts still require some growth over this year's achieved income levels, there is a material uncertainty that if this growth is not delivered any remaining cash reserves could be exhausted. Please refer to the Trustees report for further detail and context.

The Trustees continue to ensure that projected cashflows are monitored based on confirmed income on a weekly basis and, working closely with Groundwork UK, will take such steps as necessary to secure additional funding or amend the cost base as appropriate to ensure the charity remains a going concern.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Motor vehicles	-	20%	Straight line
Office equipment	-	20%	Straight line

2.7 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. Accounting policies (continued)

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.10 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

2.11 Pensions

The Charity operates a defined contribution pension scheme. Contributions to the scheme are charged against profits as they are paid and the only liability in respect of this scheme is any unpaid contributions at the year end.

The Charity operates a defined benefit pension scheme and the assets are held separately from those of the Company in separate trustee administered funds.

Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

The pension charge for the defined benefits pension scheme is based on a full actuarial valuation dated 31 March 2023.

2. Accounting policies (continued)

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

Significant areas of estimation for the Company include the calculation of the pension liability. Information is included in the pension acounting policy above and Note 20.

4. Income from charitable activities

	Restricted funds 2024 £	Total funds 2024 £
National Lottery	299,814	299,814
Central & Local Government	567,300	567,300
Voluntary Sector	51,400	51,400
Private Sector	434,289	434,289
Other Income	33,865	33,865
Total 2024	1,386,668	1,386,668

4. Income from charitable activities (continued)

	Restricted funds 2023 £	*Total funds 2023 £*
National Lottery	*2,455,785*	*2,455,785*
Central & Local Government	*1,972,098*	*1,972,098*
Voluntary Sector	*27,170*	*27,170*
Private Sector	*126,798*	*126,798*
Other Income	*22,180*	*22,180*
Total 2023	*4,604,031*	*4,604,031*

5. Income from other trading activities

Other trading activities can be analysed as being recieved from the following sources:

	Unrestricted funds 2024 £	**Total funds 2024 £**
Other	7,664	7,664

	Unrestricted funds 2023 £	*Total funds 2023 £*
Other	*13,770*	*13,770*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

6. Investment income

Investments can be analysed as being received from the following sources:

	Unrestricted funds 2024 £	Total funds 2024 £
Interest recieved	5,808	5,808

	Unrestricted funds 2023 £	*Total funds 2023 £*
Interest recieved	*1,523*	*1,523*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

7. Total resources expended

	Fundraising £	People £	Places £	Support costs £	Governance £	Total £	2023 £
Cost directly allocated to activities							
Salaries	15,562	460,864	192,027	522,112	15,562	1,206,127	1,452,055
Works and incidental costs	-	393,030	139,568	-	-	532,598	3,077,394
Travel and motor expenses	-	-	-	-	-	-	13,123
Professional Fees	-	-	-	33,881	37,990	71,871	28,594
Other direct costs	-	-	-	-	-	-	112
Other costs allocated to activities							
Office costs	838	10,055	4,190	10,893	838	26,814	9,871
Insurance	415	4,975	2,073	5,390	415	13,267	16,186
Depreciation	350	4,198	1,749	4,548	350	11,194	10,075
Printing, postage and stationary	43	512	213	554	43	1,364	1,942
Training	(26)	(314)	(131)	(340)	(26)	(837)	13,398
Travel	641	7,694	3,206	8,335	641	20,518	5,345
IT costs	940	11,280	4,700	12,220	940	30,080	29,952
Bank charges	128	1,536	640	1,664	128	4,097	871
Unrecoverable VAT	634	7,602	3,168	8,236	634	20,272	22,604
Sundry expenses	1,156	13,876	5,782	15,032	1,156	37,002	46,759
	20,680	915,308	357,184	622,525	58,670	1,974,367	4,728,281
Allocation of Goverance Costs	1,833	49,503	7,334	-	(58,670)	-	-
Allocation of Support Costs	19,454	525,255	77,816	(622,525)	-	-	-
	41,967	1,490,066	442,334	-	-	1,974,367	4,728,281

Other costs allocated to activities are allocated on the basis of average headcount. Support costs of £622,525 relate to restricted funds (2023: £63,848, all restricted funds).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

8. Auditors' remuneration

	2024 £	2023 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	10,600	7,107

9. Staff costs

	2024 £	2023 £
Wages and salaries	1,058,514	1,225,182
Social security costs	99,351	114,232
Contribution to defined contribution pension schemes	54,263	103,965
	1,212,128	1,443,379

The average number of persons employed by the Charity during the year was as follows:

	2024 No.	2023 No.
People	12	27
Places	5	4
Generating Funds	1	1
Support and governance	14	4
	32	36

In 2024 no employee received remuneration amounting to more than £60,000 per annum (2023: Nil).

Key management personnel were paid a total of £291,872 (2023: £216,920).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2023 - £NIL)*.

During the year ended 31 March 2024, expenses totalling £NIL were reimbursed or paid directly to Trustee *(2023 - £112* to Trustees).

11. Tangible fixed assets

	Motor vehicles £	Office equipment £	Total £
Cost or valuation			
At 1 April 2023	31,950	32,767	64,717
Additions	8,750	72	8,822
At 31 March 2024	40,700	32,839	73,539
Depreciation			
At 1 April 2023	17,987	26,518	44,505
Charge for the year	6,903	4,291	11,194
At 31 March 2024	24,890	30,809	55,699
Net book value			
At 31 March 2024	15,810	2,030	17,840
At 31 March 2023	*13,963*	*6,249*	*20,212*

12. Debtors

	2024 £	*2023 £*
Due within one year		
Trade debtors	107,493	*214,746*
Amounts owed by Groundwork UK	-	*26,194*
Other debtors	16,163	-
Prepayments and accrued income	85,987	*129,802*
	209,643	*370,742*

13. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	69,449	126,220
Other taxation and social security	45,065	48,134
Other creditors	33,270	10,973
Accruals and deferred income	192,076	154,069
	339,860	339,396

	2024 £	2023 £
Deferred income at 1 April 2023	140,099	441,683
Resources deferred during the year	105,569	140,099
Amounts released from previous periods	(140,099)	(441,683)
	105,569	140,099

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

14. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2024 £
Unrestricted funds						
General Funds	473,968	13,472	-	(331,564)	-	155,876
Restricted funds						
Restricted Funds	91,157	1,386,668	(1,983,201)	331,564	-	(173,812)
Pension reserve	(132,000)	-	(6,000)	-	138,000	-
	(40,843)	1,386,668	(1,989,201)	331,564	138,000	(173,812)
Total of funds	433,125	1,400,140	(1,989,201)	-	138,000	(17,936)

14. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2022 £	*Income* £	*Expenditure* £	*Gains/ (Losses)* £	*Balance at 31 March 2023* £
Unrestricted funds					
General Funds	*458,675*	*15,293*	-	-	*473,968*
Restricted funds					
Restricted Funds	*176,407*	*4,604,031*	*(4,689,281)*	-	*91,157*
Pension reserve	*(945,000)*	-	*(39,000)*	*852,000*	*(132,000)*
	(768,593)	*4,604,031*	*(4,728,281)*	*852,000*	*(40,843)*
Total of funds	*(309,918)*	*4,619,324*	*(4,728,281)*	*852,000*	*433,125*

15. Summary of funds

Summary of funds - current year

	Balance at 1 April 2023 £	**Income** £	**Expenditure** £	**Transfers in/out** £	**Gains/ (Losses)** £	**Balance at 31 March 2024** £
General funds	473,968	13,472	-	(331,564)	-	155,876
Restricted funds	(40,843)	1,386,668	(1,989,201)	331,564	138,000	(173,812)
	433,125	1,400,140	(1,989,201)	-	138,000	(17,936)

Summary of funds - prior year

	Balance at 1 April 2022 £	*Income* £	*Expenditure* £	*Gains/ (Losses)* £	*Balance at 31 March 2023* £
General funds	*458,675*	*15,293*	-	-	*473,968*
Restricted funds	*(768,593)*	*4,604,031*	*(4,728,281)*	*852,000*	*(40,843)*
	(309,918)	*4,619,324*	*(4,728,281)*	*852,000*	*433,125*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

16. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	17,840	17,840
Current assets	157,215	146,869	304,084
Creditors due within one year	(331,027)	(8,833)	(339,860)
Total	(173,812)	155,876	(17,936)

Analysis of net assets between funds - prior period

	Restricted funds 2023 £	*Unrestricted funds 2023 £*	*Total funds 2023 £*
Tangible fixed assets	*-*	*20,212*	*20,212*
Current assets	*430,553*	*453,756*	*884,309*
Creditors due within one year	*(339,396)*	*-*	*(339,396)*
Provisions for liabilities and charges	*(132,000)*	*-*	*(132,000)*
Total	*(40,843)*	*473,968*	*433,125*

17. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	*2023 £*
Net expenditure for the period (as per Statement of Financial Activities)	(589,061)	*(108,957)*
Adjustments for:		
Gain on pension scheme	53,000	*852,000*
Depreciation charges	11,194	*10,074*
Dividends, interests and rents from investments	(5,808)	*(1,523)*
Non-cash pension changes	(47,000)	*(908,362)*
Decrease/(increase) in debtors	161,099	*(59,302)*
Increase/(decrease) in creditors	464	*(126,767)*
Net cash used in operating activities	(416,112)	*(342,837)*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

18. Analysis of cash and cash equivalents

	2024	2023
	£	£
Cash in hand	94,441	513,567

19. Analysis of changes in net debt

	At 1 April 2023	Cash flows	At 31 March 2024
	£	£	£
Cash at bank and in hand	513,567	(419,126)	94,441
	513,567	(419,126)	94,441

20. Contingent liabilities

The entity is an employer within the Local Government Pension Scheme. The opening actuarial balance of £132,000 has been removed from the balance sheet as this is no longer an ongoing obligation of the entity. In December 2023, the last pension fund contributor left the scheme invoking an employer-cessation event. Management are currently in negotiations with the Local Government Pension Scheme Administering Authority to determine the value and appropriate settlement terms for the cessation liability that is now due. This liability does not meet the third condition set out within 21.4 of FRS 102 with regards to recognition of provisions, as a reliable estimate cannot be made of the amount to be paid. It has been determined by the Administering Authority that the cessation liability will be in the range of £168,000-£829,000 with no agreed amount as at the balance sheet date.

21. Pension commitments

The Charity operates a defined benefit pension scheme.

As per note 20, in December 2023, the last pension fund contributor left the scheme invoking an employer-cessation event. Management are currently in negotiations with the Local Government Pension Scheme Administering Authority to determine the value and appropriate settlement terms for the cessation liability that is now due. The following sets out the position as at 31 March 2024, the year in which the de-recogntion of the liability occurred.

The Groundwork Federation Scheme is a money purchase scheme; its assets are held in a separately administered fund. Contributions were made by employees at a minimum rate of 3% of salary, Employer contributions were made at the rate of 3% where an employee contributes up to 4.5% of their salary (2023: up to 4.5%). Where an employee contributes at least 4.5% of their salary, the employer contribution was 5% of salary (2023: 5%). At 31 March 2024 £Nil (2023: £9,655) was outstanding in relation to these transactions and the charge for the year was £5,547 (2023: £64,965).

Retirement benefits to some employees of the Trust are provided by the Local Government Pension Scheme (LGPS). The company is an admitted body of the LGPS, admitted by Nottinghamshire County Council.

The LGPS is a defined benefit funded scheme and the assets are held separately from those of the Company in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

The pension charge for the defined benefit pension scheme is based on a full actuarial valuation dated 31 March 2023.

The Nottinghamshire County Council Pension Scheme is a defined benefit scheme; its assets are held in a separately administered fund. Contributions were made by employees at the rate of between 5% and 12.5% of salary. Employer contributions were made at the rate of 20.2% of salary (2023: 20.2%).

Principal actuarial assumptions at the Balance sheet date (expressed as weighted averages):

	At 31 March 2024	*At 31 March 2023*
	%	*%*
Discount rate	-	*4.80*
Future salary increases	-	*3.90*
Future pension increases	-	*2.90*
CPI Increases	-	*2.90*

21. Pension commitments (continued)

	At 31 March 2024 Years	*At 31 March 2023 Years*
Mortality rates (in years)		
- for a male aged 65 now	-	*20.7*
- at 65 for a male aged 45 now	-	*22.0*
- for a female aged 65 now	-	*23.5*
- at 65 for a female aged 45 now	-	*25.0*

The Charity's share of the assets in the scheme was:

	At 31 March 2024 £	*At 31 March 2023 £*
Equities	-	*887,000*
Gilts	-	*32,000*
Corporate bonds	-	*90,000*
Property	-	*181,000*
Cash and other liquid assets	-	*80,000*
Other	-	*254,000*
Total fair value of assets	-	*1,524,000*

The actual return on scheme assets was £67,000 *(2023 - £29,000 loss)*.

The amounts recognised in the Statement of financial activities are as follows:

	2024 £	*2023 £*
Current service cost	(8,000)	*(34,000)*
Net interest on the defined liability (asset)	(5,000)	*(25,000)*
Administrative expenses	(1,000)	*(1,000)*
Total amount recognised in the Statement of financial activities	(14,000)	*(60,000)*

21. Pension commitments (continued)

Movements in the present value of the defined benefit obligation were as follows:

	2024 £	2023 £
Opening defined benefit obligation	1,656,000	2,341,000
Contributions by scheme participants	2,000	5,000
Benefits paid	(134,000)	(33,000)
Change in financial assumptions	(26,000)	(996,000)
Change in demographic assumptions	(20,000)	(125,000)
Actuarial gain	8,000	369,000
Current service cost	8,000	34,000
Interest cost	57,000	61,000
Derecognition of pension liability on cessation	(1,551,000)	-
Closing defined benefit obligation	-	1,656,000

Movements in the fair value of the Charity's share of scheme assets were as follows:

	2024 £	2023 £
Opening fair value of scheme assets	1,524,000	1,396,000
Interest income	52,000	36,000
Expected return on assets	15,000	(65,000)
Contributions by employer	8,000	21,000
Contributions by scheme participants	2,000	5,000
Other actuarial gains	-	165,000
Benefits paid	(134,000)	(33,000)
Admin expenses	(1,000)	(1,000)
Derecognition of pension liability on cessation	(1,466,000)	-
Closing fair value of scheme assets	-	1,524,000

22. Operating lease commitments

At 31 March 2024 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	735	1,365

23. Related party transactions

The Charity has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2024.

Total key management personnel compensation has been disclosed within Note 9.

GROUNDWORK FIVE COUNTIES

England & Wales - Charity number 1003426

Accounts

Registered number: 02556957
Charity number: 1003426

GROUNDWORK FIVE COUNTIES (FORMERLY GREATER NOTTINGHAM GROUNDWORK TRUST)

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

GROUNDWORK FIVE COUNTIES (FORMERLY GREATER NOTTINGHAM GROUNDWORK TRUST)
(A company limited by guarantee)

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GROUNDWORK FIVE COUNTIES (FORMERLY GREATER NOTTINGHAM GROUNDWORK TRUST)

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2023

Trustees	Mr A Court (appointed 17 October 2022) Councillor J Creamer Mr K Daniell (appointed 17 October 2022) Mr D Ibell (appointed 17 October 2022) Ms E Idoine (appointed 3 January 2023) Ms M Madin Ms H Skinner Mr G Wright (appointed 24 July 2023) Ms S Bull (appointed 17 October 2022, resigned 31 May 2023) Mr R Fernandes (resigned 31 July 2023) Ms W Golland (resigned 17 October 2022) Mr M Hill (resigned 28 November 2022) Mr G James (appointed 17 October 2022, resigned 4 August 2023) Councilllor S Longford (resigned 31 July 2023)
Company registered number	02556957
Charity registered number	1003426
Registered office	16 Commerce Square Lace Market Nottingham NG1 1HS

CHAIR'S STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023

The chairman presents his statement for the year.

Over the last year we have continued to pursue our strategy of People, Place and Planet, which is very much in line with the approach taken by Groundwork UK and the other members of the Groundwork federation of charities. As before, we are working with people to change the world we live in, be it through supporting people with improving their employment prospects; enhancing the communities in which they live and work; or by reshaping and managing some of the green spaces and natural habitats in the region which not only improves natural biodiversity but also creates areas which everyone can enjoy.

2022/23 was a dynamic year for us. One very visible change has been the change of the name from Groundwork Greater Nottingham to Groundwork Five Counties (GWFC). This was chosen to reflect our much greater geographical remit, which now includes all the East Midlands other than Northamptonshire. Over the course of the year the then Chief Executive Officer, Emma Atkins, led a significant review of the organisation which included:

- the development of a new strategy framework for 2023-26, which aligns with the strategic approach of the wider Groundwork federation
- a refresh of the board of trustees, including the recruitment of new trustees to replace those whose terms have ended
- addressing the need to diversify the income streams, particularly with the ending of the Building Better Opportunities – Towards Work programme (BBO) and
- overseeing the winding down of the BBO programme and redeploying and restructuring the GWFC staff to reflect the new portfolio.

As part of the refreshment of the board, Wendy Golland reached the end of her term and stood down as a trustee and Chair of the board. We thank her for her service and dedication to GWFC over many years. Keith Daniell succeeded her as Chair.

The fiscal year 2023/24 looks as if it will also be dynamic. In an organisation already contending with a lot of change, in June 2023 Emma submitted her resignation and the board decided to appoint an interim CEO, recruited internally. One of the new board members, Gareth James put himself forward and, after formal selection process was selected. In addition, Jo Kerry, Head of Operations, has chosen to retire early, which has led to Adam West, Data and Compliance Manager, being promoted and the roles being merged; a reorganisation of the administration function and outsourcing of accounting and employment law support has taken place; and, William Howarth has been contracted to provide strategic financial support.

The work of GWFC is becoming increasingly important in the current cost of living crisis. It is not exaggerating our impact when I say that our activities are truly transforming lives for the better. GWFC's mission is to "empower local communities to live their lives more sustainably". We help local people to flourish as individuals; be part of the local area; be proud of their local area; and improve the planet. As well as transforming the physical environment GWFC helps people with their physical and mental wellbeing, their finances and their skills. In the strategic review we placed the programmes into three broad categories:

- Community
- Environment
- Green Pathways.

The Community programme includes the Green Doctor delivery of home energy assessments and advice, the Beyond Barriers employability guidance (in certain geographical areas) and the Smile befriending initiative.
The Environment programme includes the landscape design and habitat management services, which provide our communities with quality outdoor facilities for relaxation, leisure and activity as well as developing new skills, connection to nature and social interaction; and, the range of outdoor activities, such as walks and Wellies in the Woods pre-school events, to get people interacting with nature and enhance early literacy skills.

The Green Pathway plans are yet to get underway however, we are developing new initiatives and adopting others from federation members that are being piloted with a view to adding them to the portfolio. This, and other new undertakings, will complement the communities and environment categories.

CHAIR'S STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

We try to ensure that our activities do not stand alone:

- Green Doctor work is saving families and individuals from a great deal of expense and stress as our staff advise them on ways to reduce their bills. But they are also using the opportunity to point them to additional support, such as in Bassetlaw where we have been trialling using Green Doctor as a means to also inspect for damp and disrepair in council housing stock which improves homes but also alerts the housing authority to where they need to bring houses up to acceptable standards
- Smile can bring people closer to their communities and can lead to people volunteering to help with some of our environmental activities
- The support programmes that we have been funded to deliver for the Hong Kong communities are putting them in touch with a range of community services and engage with employment
- Our outdoor activities are bringing people into local green spaces and their wider communities but provide a platform for promoting other support such as Green Doctor and Smile.

The Trust is again grateful for the financial support of all our funders as without them we could not serve our beneficiaries. Fundraising for all charities continues to be the biggest challenge but the changing funding environment brings opportunities as well. This is especially apparent around local government where not only the funding opportunities but also the structures are changing. For example, Derbyshire and Nottinghamshire and the cities are likely to become part of a new combined authority with a mayor. Going forward there will be a great many smaller activities and a wider variety of funding sources, both commercial and grant funded, rather than a very few, large-scale programmes.

We are being proactive about securing more paid-for business for our more commercial propositions such as landscape design; we are seeking a wider range of funders for our social impact offers and, we are working with public sector bodies (parish, borough, district and local councils and combined authorities) to help them address their strategic goals, reduce costs, increase impact and capitalise on requirements such as Biodiversity Net Gain.

We are pleased to have the support of Groundwork UK with the continued funding of Green Doctor from the Cadent Foundation and Redress and, funding from Tesco to administer their instore grants programme. UK Shared Prosperity Funding and Levelling Up investments are highly competitive schemes for us to find funding, but we are seeing some success. GWFC continues to look at developing strong relationships across the public and third sectors, looking to collaborate with other organisations that share our vision.

Efficiency, dedication and coordinated team-working along with strong partnerships and collaborations will be vital for continued success, but we have a strong staff team, a supportive board and a wider federation who are keen to see GWFC thriving for the communities of the East Midlands that we already serve but also for those that we have yet to reach. We are reviewing all policies and procedures, training and support structures for staff and volunteers to ensure that all members of the GWFC family can perform to their best, can develop in their personal and professional lives and can deliver against GWFC's vision and objectives.

I would like to conclude this report by thanking all my fellow Board members for their work on behalf of the Trust and staff team who continue to deliver great projects and programmes and work extremely hard to ensure the success of the organisation.

Mr K Daniell
Chair
Date:

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023

The Trustees present their annual report together with the audited financial statements of the Charity for the year 1 April 2022 to 31 March 2023. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

During the 2022-23 financial the name of the organisation changed from Greater Nottingham Groundwork Trust to Groundwork Five Counties. This change took place on 11 November 2022. In May 2022 the Trust appointed a new CEO, Emma Atkins. During the year we continued to work with the following vision and objectives whilst we underwent a major review of the organisation and a consultation process to develop a new strategy and business plan from April 2023 onwards.

Objectives and activities

a. Vision and Objects

The Charity seeks to support the development of an environment in which people and their communities flourish.

Mission

We achieve our vision by:
- Engaging: People are at the heart of what we do.
- Understanding: We listen to the wants, needs and aspirations of local people and their communities.
- Responding: We design appropriate solutions in partnership.
- Enabling: People, communities and organisations are empowered to be part of their own solution.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

In working towards our mission, the Trust is governed by its Memorandum and Articles of Association adopted on November 12th 1990 (as amended by special resolution on 15th September 2010 and special resolution on 22nd June 2016), which outline its purpose. Our objectives are to:

- Promote the conservation, protection and improvement of the physical and natural environment anywhere in the areas of Nottinghamshire, Derbyshire and the surrounding areas and
- Provide facilities in the interests of social welfare for recreation and leisure time occupation with the objective of improving the conditions of life for those living in or working in or resorting to the areas of Nottinghamshire, Derbyshire and the surrounding areas and
- Advance public education in environmental matters and of the ways of better conserving, protecting and improving the same whosesoever and

Objectives and activities (continued)

- Promote, for the public benefit, urban and rural regeneration in areas of social and economic deprivation in the areas of Nottinghamshire, Derbyshire and the surrounding areas by:

  i.) the relief of poverty in such ways as may be thought fit;
  ii.) the relief of unemployment in such ways as may thought to be fit including assistance to find employment;
  iii.) the advancement of education, training or re-training, particularly amongst the unemployed, and providing unemployed people with work experience;
  iv.) the creation of training and employment opportunities by the provision of workspace and/or land for use on favourable terms;
  v.) the provision of housing for those who are in conditions of need and the improvement of housing in the public sector or in charitable ownership provided that such power shall not extend to relieving any local authorities or other bodies of a statutory duty to provide or improve housing;
  vi.) the maintenance, improvement or provision of public amenities;
  vii.) the preservation of buildings or sites of historical or architectural importance;
  viii.) the provision or assistance in the provision of recreational facilities for the public at large and/or those who, by reasons of their youth, age, infirmity or disablement, poverty, social or economic circumstances, have need of such facilities;
  ix.) the protection or conservation of the environment, and
  x.) the promotion of public safety and prevention of crime.
  In the context of its charitable objectives, 'environment' is defined to encompass all 'quality of life' factors that impact on the well-being of people including, for example, health, housing, employment, learning, citizenship, inclusion as well as the physical and global environment.

During the year a governance review was undertaken with the intention of positioning this organisation for long term sustainability. As part of this review a number of key actions were agreed, including the revision of the current Memorandum and Articles of Association in order to bring our governing document up to date and in line with best practice guidelines around governance. In addition, it was agreed that subject to Charity Commission permission the geographical areas in the objects are defined as Nottinghamshire, Derbyshire, Leicestershire, Lincolnshire and Rutland.

The Charity is a participating member of the umbrella body, the Federation of Groundwork Trusts, which comprises of Groundwork UK and fourteen independent Groundwork Trusts across England, Wales and Northern Ireland.

Achievements and performance

a. Review of the Year 2022-23

2022-2023 saw a transformational change for the Trust as we finished large multi-year programmes and developed a new strategy for the future of the organisation. This transition led to a new name for the charity to better reflect the extent of the work we do across the East Midlands.

In July 2022 the board conducted a governance review against the charity commissions code of governance to set ourselves on a path to "best in class". The skills audit conducted as part of this process led to an open recruitment campaign for new Trustees and a revision to our governing documents which modernised our membership. This led to a number of changes in Trustees across the course of the year. Length of service protocols were introduced and we said goodbye with much thanks to our Chair, Wendy Golland who had served as a Trustee for the Trust for over 10 years.

The modernisation of the board and readiness to plan for a new strategy led in turn to a major restructure, a new website and the development of working practices to be fit for the future. This work led to significant changes within the organisation, one of which was to outsource our finance function and we would like to thank our outgoing CFO Phillip Shaw for his lengthy and devoted service to the Trust.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Achievements and performance (continued)

The funding landscape has significantly changed as a result of Brexit and post covid recovery and so we responded with new business processes aligned with our agreed strategic objectives. A new income generation pipeline was developed and implemented to focus the organisations efforts and ensure we are a going concern.

A great deal of work was led by the team as outlined below;

- We conducted a governance review in line with best practice of the Charity Commission Code of Governance and took positive actions to move towards great governance.
- We delivered support to beneficiaries whilst consulting and developing our first strategy.
- We modernised policies to be more people friendly and continue to do so.
- We developed new systems for reporting and planning fundraising to diversify our income sources and reduce risk.
- We retained talent within the organisation for our future sustainability.
- We have a growing organisational confidence as a whole staff and board team with a purpose and clarity in what we do and why.
- We have raised our profile with local partners through events, networking, social media, and relationship management.
- We have a stronger relationship with Groundwork UK which has been invaluable for opening doors for a range of support and income generation.
- We have a new look team along with a behaviour's framework in place, developed by the team and consulted on regularly.
- We have a new name and brand – which we consulted on extensively – to better reflect the areas we reach across the East Midlands.
- We have developed our new website.
- We have reflected, reviewed our delivery, and developed new services from this.
- We reviewed and updated our risk register which we use at board and executive level on a regular basis to keep the charity on track.

Achievements and performance (continued)

b. Ensuring operational excellence

Governance

- Emma Atkins successfully recruited in May 2022 to take on the role of Chief Executive Officer
- Organisation/Strategic Analysis undertaken by CEO between May and June 2022 containing several recommendations for the board and SMT.
- Regular SMT meetings resumed in May 2022
- Marcoms/Fundraising group set up – first meeting May 2022, to look at our messaging to link programmes and promote fundraising opportunities.
- Recruitment drive to strengthen the board in the areas of marketing, corporate fundraising, business, environmental sustainability, health, and digital IT. This resulted in the successful recruitment of 5 new directors appointed in October 2022 and 1 appointed in January 2023.
- Retirement of long-standing chair Wendy Golland in October 2022.
- Appointment of Keith Daniell as new Chair following the retirement of Wendy Golland.
- Appointment of Margot Madin to the Federation board following the retirement of Wendy Golland
- Board committed to undertake an initial review against the Charity Code of Governance – self assessment framework. This review resulted in several actions and highlighted the need for further work around Equality, Diversity, and Inclusion at board level.
- Risk register reviewed and updated and included on the agenda of each board meeting – now standing item on board agenda.
- Extensive internal and external review involving staff, volunteers, funders, partners, and beneficiaries resulting in a new mission, vision and strategy focusing on People, Place, Planet and Partnership
- Review and update of the Charities Governing Document resulting in revised Articles of Association and Change of name to Groundwork Five Counties
- Introduction of Policy review framework, overseen by the Compliance Sub Committee to ensure that we have policies that are fit for purpose and reviewed and updated regularly in terms of organisational need and legislative requirements.
- Safeguarding policy reviewed and updated.

People

- Reopened the offices following COVID 19 from 1st April 2022 – all staff are now hybrid working.
- Equality, Diversity, and Inclusion – all staff attended Bystander training delivered by Stand by Me UK in April/May 2022
- Quarterly Team Days introduced in May 2022 to enable all staff training to meet organisational need and to involve staff in the development of our new mission, vision, and strategy.
- Fortnightly sharing sessions for all staff introduced to enable updates, training, and informal sharing across the organisation.
- People Group set up to develop our people culture across the organisation and support some of the policy review work. First meeting held November 2022.
- BBO and CRF programmes ended and therefore need to have a structure in place to take the Charity forward without these two programmes and delivery of our new strategy.
- Proposed structure developed and approved by the Board at February 2023 meeting. Within the new structure 25 new roles created and 12 roles remaining with some minor changes.
- Consultation with staff took place in February 2023 which resulted in some changes to the proposed structure, which were agreed by the board.
- Recruitment to the new roles took place in March 2023.
- Behaviours framework introduced during the consultation process and used in the recruitment for new roles.
- 24 new roles successfully recruited from existing staff with one post recruited externally.

Achievements and performance (continued)

Finance

- Annual Audit to March 2022 took place in June 2022. The audit went well, and the Audited Accounts were approved at the October board meeting.
- Charity Commission and Companies House returns both completed within the required timescales.
- Following the announcement of the retirement of the CFO and the resignation of the Finance Manager, discussions have taken place and it has been agreed to out-source most of the finance function whilst maintaining a book-keeping service in-house. This was awarded to UHY Hacker Young.
- Agreed to extend the current IT contract with Polestar for a further three-year period, but with a 6-month break clause to enable us to modernise after a review.
- Successfully renegotiated our annual insurances with a reduction in cost from the previous year.
- Work around bank accounts and mandates to streamline our banking and update our name change.

c. Enabling local people

Towards Work – Building Better Opportunities

- A great final year of delivery to end our 6.5 years programme by March 2023.
- Final Full Partnership Towards Work Impact event held 28th February 23. A wonderful day bringing together past and present staff and partners, to share the collective impact of our person-centred programme. Towards Work looks back at 6 years of Building Better Opportunities - Building Better Opportunities (bbo-d2n2.org.uk)
- Outputs end position: 3689 participants supported (97% of target); 782 Over 50's supported (106% of target); 1714 with disabilities (115% of target); 450 from ethnic minorities (99% of target)
- Results end position: 606 people moved into education or training on leaving (121% of target); 424 Unemployed participants moved into employment (91% of target); 583 Economically Inactive people moved into employment or job searching on leaving (70%)
- Retained most of the outgoing BBO staff as part of the restructure to keep talent and momentum for the new strategy.
- Final Evaluation report published which shows the impact of the programme. Infographics from this final report showed the following impact of the programme:

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Achievements and performance (continued)

Newstart funded by CRF–Notts City & Notts County Programmes

- City: Programme successfully delivered support to 223 Participants supported, 120 of which in placements (target 100)
  112 Participants supported into education,
  68 still in education on leaving (target 50)
  112 Participants supported to gain a qualification with 21 achieving qualifications to date (target 90)
  11 Economically Inactive participants engaging in job search (target 15).
  49 Participants supported to gain new non CRF employment, 48 are now in employment (target 0)
  1 economically inactive participant engaged with benefits system (target 15)
- 66 Employers engaged on programme; 179 Placements created (target 100); 47 Employers receiving grants; 65 employers receiving non-financial support.
- County: Programme successfully delivered support to 154 Participants,
  84 of which in placements (target 100).
  73 Participants supported into education, 27 still in education on leaving (target 50)
  73 Participants supported to gain a qualification and 15 achieving qualifications (target 90)
  10 Economically Inactive participants engaging in job search (target 15)
  7 Participant supported into employment outside of CRF employers (target 0); 8 participants supported and engaged in life skills following support (target 15)
  59 Green Doctor Referrals (target 0)
- 62 Employers engaged on programme; 145 Placements created (target 100); 43 Employers receiving grants; 57 Employers receiving non-financial support.
- Evaluation reports for both programmes produced with key learning on programme set up and delivery recommendations for future programmes. Nottinghamshire Showcase event 15th May presentation.

Smile Befriending project.

- Continued to recruit, train, and manage volunteers to the role of befriender and manage referrals from a variety of sources, supporting people to make community connections and friendships and lessen negative effects of loneliness and isolation.
- Supported 284 people to not feel socially isolated by recruiting and training 61 volunteer befrienders across Nottingham City.

Green Doctor

- Delivered Green Doctor contracts for Cadent (3-year programme Oct 2020 to Sep 2023), Redress through Groundwork UK (2-year programme) and National Grid Energy Affordability Funding (to May 2023 with imminent decision on extension funding).
- We supported 500 households with an estimated reach of 2000 people who reduced their energy bills as a result.
- Increased Green Doctor capacity through an additional recruit, and through training up our wider coaches to be able to support with achieving outputs.
- Admin support trained to carry out initial triage and reach more people.
- Upskilled frontline staff to provide energy advice alongside other services for best value use of time.
- Increased promotions and community reach through drop-in sessions and event attendance.

Achievements and performance (continued)

d. Grant management services/programmes

Tesco Community Grants (delivered via the Environment team currently)

- Supported over 324 grant applications for 27 Tesco regions which cover the whole of Five Counties.
- Arranged and chaired shortlisting meetings with Tesco colleagues.
- Provide promotional support for Tesco stores and Tesco Community Champions, including in store events.
- Provide support for all store Nominated organisations to achieve application.

Area Based Grants (Nottingham City Council)

- Maintained our role as Area 3 Lead covering the wards Aspley, Bilborough and Leen Valley.
- Formed a partnership with 12 local organisations to deliver the services across these wards for 2022/23, delivering Area Based Grants on behalf of Nottingham City Council.
- Delivery Plan detailing targets and financial allocations managed for the City Council over the year.
- Cost of Living crisis has resulted in increased demand and adjusted services to support those most vulnerable as much as possible.
- Finalised allocations for 2023/24 Delivery Plan.

Holiday Activity Fund (Nottingham City Council)

- Nottingham City Council's Holiday Activities grant funding managed by Groundwork for a further year. The Area 3 Partnership carries out delivery. The aims of the funding are for children eligible for free school meals or vulnerable to attend provision to eat healthily and be more active during school holidays; take part in engaging and enriching activities supporting personal development and educational attainment; be safe and not socially isolated.
- Christmas and New Year holiday provision delivered as per previous Board report.
- Easter provision currently under way to be reported at our Board meeting.

Achievements and performance (continued)

e. Rejuvenating local green places

Maid Marian Park, Bilsthorpe, Newark & Sherwood District

- Produced detailed design, specification, and tender documents for the redevelopment of an existing recreation ground.
- Carried out full project management including tender process and contract administration to successful completion.

Co-op Sustainable Spaces

- Completed contract administration to completion and celebration event for Desborough Co-op Sustainable Space
- Completed Dudley Co-op Sustainable Space consultation, design, and tender process.
- Commenced initial design ideas for Bretby Co-op Crematorium.

National Forest and Trent & Dove Housing Association

- Completed feasibility study, consultation, and initial pilot design proposals for Trent & Dove housing green spaces, including cost estimate, maintenance plan and proposal for implementation.
  Gedling County Park Holocaust Memorial
- Completed design, specification, and schedules of work for Gedling Borough Council to implement.

Langley Mill Gateway Feature

- Completed planning application, design, and specification details for the replacement of the Lock gate gateway feature.
- Carried out Tender process and contract administration to successful completion and celebration event.

Selston Country Park

- Completion of design proposals and consultation for improvements and addition of play facility at Selston Country Park.
- Preparation of Detailed Design, specifications, schedules, and Tender documents.

Amber Valley Service Level Agreement (SLA)

- Provided design for Interpretation panel at Watchorn Park, Alfreton
- Maintained 6 local nature reserves with volunteers and friends' groups, ensuring sites are maintained to increase biodiversity, new habitats are created as appropriate, species surveys carried out to monitor success, access routes are maintained and repaired, events hosted to engage wider community in these natural spaces and nature. Two sites retained Green Flag status.
- Surveyed condition and viability of 3 routes forming part of the Amber Valley Routeways series, including liaison with Public Rights of Way and landowners for permissive paths, car parking facilities etc. Routeways leaflets/online descriptions updated accordingly.
- Managed the Autumn Footprints walking festival including, contacting, and arranging walks with over 20 organisations, providing information for website, marketing, and publicity. A two-week programme of 34 guided walks led by 50 volunteers attended by 402 walkers.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Achievements and performance (continued)

Heanor & Loscoe SLA

- Completed maintenance of Red River Nature Reserve with Friends group and volunteers including habitat management and access maintenance works, wildlife monitoring and events.

Matlock Town Council SLA

- Completed maintenance of various wild sites owned by Matlock Town Council, working with Denesfield Rangers volunteer group. Works include habitat management and creation, improvements and maintenance of access routes, wildlife recording and events including pond dipping session with local school.
  Derbyshire County Council SLA
- Carried out access improvements and habitat management to agreed sites including recruitment and management of local volunteers.
- Carried out maintenance of Archaeological Way on behalf of the Bolsover Partnership with local volunteers.

National Forest Company SLA

- Carried out maintenance sessions to trails and sites within the National Forest with volunteers.
- Organised events to increase participation in the natural environment by the local community.
- Arranged training sessions for community groups operating in the National Forest.

Natural Neighbourhoods DEFRA Green Recovery Challenge Funding

- Completion of this programme to improve and create new habitats and access improvements in partnership with three local authorities.
- Completion of the Kickstart traineeship programme running complementary to the Natural Neighbourhoods programme. 6 successful trainees supported beyond the programme into employment.

SEGRO Green Employment Training programme

- Recruitment of 10 trainees to successfully deliver landscape improvements and associated training of skills at Country Park within Coalville in the National Forest in partnership with Leicestershire County Council.

CPRE Hedgerows for Heroes project

- Recruited volunteers and carried out hedge laying and hedge planting to 400 metres of hedgerow within Williamsthorpe Nature Reserve and 5 Pits Trail.

Achievements and performance (continued)

f. Helping people into green jobs & volunteering plus increasing our funder relationships and new developments

Green Pathway Programme

Cultivated and developed a relationship with convenors with the Ministry of Defence and have been meetings to move the development forward. The aim of this is to build green pathway projects across the country with GWFC leading this relationship for all Trusts.
Commenced a development partnership with the Dukeries Academy in Ollerton to develop a Green Skills Academy/Pathway with a piece of land in focus for a site. Further discussions with Newark and Sherwood District Council and YMCA held and labour market mapping has commenced to feed into this programme, alongside possible capital, and revenue investments in the future.

Damp and Disrepair

Developed a new programme based on feedback from partners.
Submitted costings for a trial project in Bassetlaw and Nottingham City and Staffordshire (Housing Plus).
SLA in place with Bassetlaw to commence this with them in 2023/2024.
Met with Northern Homes Consortium (presentation to 35 separate Housing Associations and landlords)
Met with Mansfield Housing Associations and explored possibilities to widen our offer to their area. (and Ashfield)

Corporate Funding Relationships

- Shakespeare Martineau value in Kind Support agreement in place
- Enterprise and RS Logistics services in kind support provided to deliver over 100 winter warmer packs across Nottingham to people in need.
- Networks built through Nottingham City Business Club, Kuku Connect, Catena Business Network, The Circle Business Club, Sporting Communities and East Midlands Chamber
- British Gas (Leicestershire/ East Mids.), 10 agreed volunteering days (Leicestershire) with over 200 employees, town hall presentation and connection with fundraising activator

Financial review

a. Financial

As noted in the Review of the Year, this has been a year of transition for the Trust and that was reflected in the financial figures.

b. 2023 performance

Net expenditure before actuarial gains on the Trust's pensions schemes of £108,957 was at a similar level to the previous year (£99,184).

This ongoing operational loss reinforces the decision to develop the new strategic framework for the Trust to create a sustainable financial base from which to deliver our charitable objectives.
The overall movement in funds for the year however was a positive £727,750 (2021/22 £100,816) driven by a substantial actuarial gain on the defined benefit pension scheme.

c. Impact of the change in the actuarial valuation of the Trust's Local Government Pension Scheme

Full details of the Trust's pension commitments are included in the notes to the financial statements, but like a number of defined benefit schemes this year's FRS102 valuation has benefited from the general increase in interest and gilt rates. These rate increases drive down the scale of the future payment obligations which, accompanied by an increase in the value of the schemes assets has resulted in a £852,000 gain relative to last years position.

d. Income

Income in 2023 increased to £4,604,031 from £3,068,097 in 2022.

The Trust's biggest funder in 2023 remained the National Lottery with £2.4m of income for the Building Better Opportunities programme. The year also saw £1.6m of income from the UK government's Community Renewal Fund delivered through both Nottingham City Council and Nottinghamshire County Council. As noted previously in this report both of these funding streams have now ended.

e. Expenditure

Expenditure in 2023 increased to £4,728,281 from £3,167,281 in 2022.

£3.1m (65%) of this spend (2022 £1.9m (59%)) was the works costs on delivering the projects. The other major cost was our staff teams which increased from £1.1m (34% of total spend in 2022) to £1.5m (31%) to deliver the two large scale projects.

With the two major projects coming to end, the level of works costs will reduce accordingly in 2024, and the staff teams have been reduced to levels required to deliver the new strategy.

f. Liquidity

Excluding the long-term LGPS pension scheme liability, the Trust had net assets of £565,125 (2022; £635,082) at the year end.

Last year after including the FRS102 valuation of the LGPS defined benefit pension scheme assets and liabilities on the Balance Sheet, the Trust's total liabilities exceeded its total assets. Because of the positive movement in the actuarial valuation that is no longer the case.

Cash at bank and in hand at the end of the year was £515,567 which provides a material buffer whilst the new strategy and funding streams are delivered in 2024.

g. Reserves policy

The Trust's agreed Reserves Policy is to provide three months cover for all staff salaries and cash overheads (i.e. excluding depreciation and other non-cash items) as well as covering all liabilities on outstanding contracts. In 2022 the Trust also agreed to continue to provide a contingency of approximately £50,000 to guard the Trust against unforeseen risks including: taking professional advice in relation to governance and compliance matters, and safeguarding against contract risks.

The 2022 accounts noted a targeted reserves level of £470,000. Unrestricted reserves at March 2023 totalled £473,968.

In setting out to deliver its new strategy the Trust's Board of Directors has noted that reserves levels might fall below this level in the short term, but careful monitoring of cash forecasts should ensure our obligations to salaries, suppliers and funders can continue to be met.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Structure, governance and management

a. Constitution

Groundwork Five Counties (Formerly Greater Nottingham Groundwork Trust) is registered as a charitable company limited by guarantee and was set up by a Trust deed.

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

The Board are responsible for the overall governance of the Trust in accordance with Company and Charity Law.

Groundwork Nottingham was first established in 1990, and the organisation was constituted with six members - four from the Nottinghamshire Local Authorities, one from Groundwork UK and one from Nottingham Development Enterprise. Each of these members appointed a representative to sit on the Board of the Trust and act as a Director (Company law) and Trustee (Charity Commission). Since its constitution two of the Trust's members, Rushcliffe Borough Council and Nottingham Development Enterprise have resigned from the Board, leaving a current membership of four, Nottinghamshire County Council, Nottinghamshire City Council, Gedling Borough Council and Groundwork UK.

Whilst it has been appropriate for Groundwork to operate with representatives previously, changes to the operational environment, the way services are delivered, the way funding is raised and the challenges we face as a charity going forward all mean the current constitution is no longer appropriate for our needs.

Following the appointment of Emma Atkins, our new CEO in May 2022, a review of the Charity has taken place with the intention of positioning this organisation for long term sustainability. As part of this review a number of key actions have been agreed, including the revision of the current Memorandum and Articles of Association. This will bring our governing document up to date and in line with best practice guidelines around governance.

The board believe that there is a need to move from a representative structure to a more formal basis of appointing Directors on a skills basis and who represent the much larger geographical area that the organisation now operates in. This is not to say that our past and present representatives have not fulfilled a worthwhile and valuable role. However, like all businesses and organisations there is a need for continued change and a requirement to evolve to meet the needs of our beneficiaries.

All new Directors undergo an induction process to acquaint them with the Trust's Charitable Objects; policies and practise; aims and objectives; management and governance; and what is expected of them under legislation, with reference to Charity Commission guidance. Governance Training is provided, and all Directors are expected to commit to the Principles of Public Office.

The Board operates in an open and transparent manner, balancing opportunity against risk with the objective of ensuring the long-term sustainability of the Trust. It delegates certain powers in connection with the management and administration of the Trust as set out below. This is controlled by regular reporting back to the Board so that all decisions made under delegated powers can be ratified by the full Board in due course.

Trustees are recruited through an open recruitment process. During 2022 a number of new directors were recruited onto the board and the charity used an external HR consultant to manage the process. The Articles state that:-

"In selecting individuals for appointment as Trustees the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the Charity and the social, ethnic and economic diversity of the wider community within the geographical area of benefit".

The Charity has written role descriptions for each post and a salary range which is based on benchmarking against similar or equivalent roles within the charity sector, other Groundwork Trusts and the wider market. The position that individuals are placed on the scale is determined by skill, experience and technical expertise.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Structure, governance and management (continued)

b. Committees of the Board

The Board has three sub-committees who work within parameters defined by their respective approved Terms of Reference. As directed by the Board, all Committees regularly report back to and provide recommendations to the Board. The overall purpose of each committee is set out below:

Audit and Finance Committee – to ensure that there is a framework for accountability; for examining and reviewing all systems and methods of control both financial and otherwise including risk analysis and risk management; and for ensuring the Trust is complying with all aspects of the law, relevant regulations and good practice.

Human Resources Committee – to assist the Board in the discharge of their responsibilities for agreeing the staff plan, remunerating employees, reviewing HR systems and policies, ensuring that the Board has a full complement of members and ensuring the Trust is complying with all aspects of the law, relevant regulations and good practice. The Committee is supported by the Chief Executive Officer.

Compliance Committee – to assist the Board in the discharge of their compliance responsibilities which includes quality management, health & safety management and contract compliance and ensuring that the Trust is complying with all aspects of the law, relevant regulations and good practice. The Committee is supported by the Chief Executive Officer.

c. Chief Executive Officer

The Chief Executive Officer is responsible for the day-to-day management of the Trust's affairs and for implementing the policies agreed by the Board of Directors. The Chief Executive Officer is assisted by a small team of Senior Managers.

d. Risk management

The Board and its sub committees lead in assessing potential business risks facing the Charity. It works with the Senior Management team to minimise those risks. During the year, under the guidance of the committees, the Board was able to consider how the Trust might respond to identified risk.

In terms of overall risks, the biggest risk to the Trust is in securing funding to continue its activities. In the Charity's case its reliance one or two major funders has left it vulnerable as that funding comes to an end. Therefore, the Charity is working hard to diversify its funding to ensure its sustainability going forward.

Outside of the risks associated with securing income, the Trust recognises that the following major risks exist:

- In terms of its people, where because of its size there is a danger that key skills and knowledge are held by a single person;
- In terms of its systems, where a key part of the Trust's success is based upon its systems which if disrupted would have a significant ability on the Trust to operate; and
- The liability on its defined benefit pension scheme.

In recognising the above risks, the Trust's Directors and Senior Management have put in place actions to mitigate against these risks as well as regular review of both the risks and mitigating actions.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Structure, governance and management (continued)

e. Training and communication

The Trust recognises the value of its people and is committed to the training and career development of all employees.

Employees are kept fully informed of (and contribute to) development of strategy, objectives and delivery of stretching targets as well as news of day to day activities and events. Regular information about the organisation is available through various methods. All employees are encouraged to contribute their suggestions for improving the organisation.

The Trust has comprehensive Human Resources policies and procedures, with particular attention paid to Health, Safety and Welfare. The Trust supports equal opportunities and diversity and has a policy of recruitment and promotion at all levels on the basis of aptitude and ability.

The Trust Health, Safety and Welfare policy, supported by the staff training plan, sets out minimum standards of Health and Safety training for all staff. This includes Health and Safety Overview, Risk Assessment, Manual Handling and Fire Training components. The policy is reviewed regularly in order to ensure compliance with latest guidance.

The Trust has an approved Equality and Diversity Policy. Staff and subcontractors are expected not to discriminate on the grounds of race, gender, ethnicity, nationality, religious belief, disability, and marital status, and sexual orientation, responsibilities for dependants or unrelated criminal convictions. Induction training and supplementary consideration, within the context of Trust meetings, provides a vehicle for ensuring that diversity is valued by all staff. Diversity training forms a compulsory element of the Trust's induction programme, ensuring that all staff are appropriately informed and act accordingly. The Trust is committed to ensuring that both equal opportunity and diversity agendas are reflected in all of its activities. The Trust has an Equality and Diversity Working Group, whose membership is made up of a cross-section of staff across the organisation. They meet on a regular basis to support the Trust in ensuring that equality and diversity is reflected in its internal policies and external programmes.

f. Pensions

All employees are encouraged to join the Trust's pension scheme. For those who joined the Trust after April 2008 this is a money purchase scheme provided through AEGON Scottish Equitable and is a federation-wide scheme arranged by Groundwork UK.

Prior to this date, employees were eligible to join a defined benefit scheme provided by Nottinghamshire County Council. This scheme was closed to new employees following detailed consideration by the Board who concluded that on the grounds of affordability, and in order to enable better forward planning, the scheme should no longer be offered to new staff.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Structure, governance and management (continued)

g. Advisers to the board (as at 31 March 2023)

ADVISERS TO THE BOARD (as at 31 March 2023)

Executive Officers:

Chief Executive Officer	Emma Atkins (from May 2022)
Head of Environment and Communities	Jo Phelan
Board secretariat	Jo Kerry

Solicitors
Browne Jacobson
44 Castle Gate
Nottingham NG1 6EA

Insurance Adviser
PIB Insurance Brokers
Crown House, West Carr Road
Retford DN22 7SW

External Auditor
PKF Smith Cooper Audit Limited
2 Lace Market Square
Nottingham
NG1 1PB

Value Added Tax Adviser
County VAT Consultancy
Pippin Cottage
Broadlane
Bishampton
Worcestershire
WR10 2LY

Health and Safety Adviser
Sigerson Associates Ltd
Rossington Business Park
West Carr Road
Notts DN22 7SW

Employment Lawyer
Gunnercooke LLP
1 Cornhill
London
EC3V 3ND

Bankers

National Westminster
Nottingham Smiths Branch
Nottingham

Lloyds TSB
St James Street
Nottingham

Barclays
Sir Frank Whittle Road
Derby

HSBC
Long Row
Nottingham

Virgin Money
Jubilee House
Gosforth
Newcastle Upon Tyne NE3

Yorkshire Bank
Lock House
Castle Meadow Road
Nottingham

Plans for future periods

Looking ahead to the future 2023 - 2024 and beyond: our new vision, mission, objectives, strategies and tactics

GROUNDWORK FIVE COUNTIES PEOPLE – PLACE – PLANET – PURPOSE - PARTNERSHIPS			
VISION	**Together we can support more people to flourish, enjoy & care for the places around them whilst being better guardians of our planet.**		
MISSION	**To empower local communities to live their lives more sustainably**		
OBJECTIVES	Groundwork is enabling local people	Groundwork is rejuvenating local green places.	Groundwork is helping people into a green jobs and volunteering
STRATEGIES	We will help people improve their lives and their communities by providing sustainable solutions.	We will support people to protect and improve their local green spaces so that all lives flourish.	We will develop a pathway of opportunities to help people into green jobs and volunteering, ensuring we can all be better guardians of our planet.
TACTICS	How will we do it; ✓ With a unique team providing coaching and technical expertise that offers work readiness, green doctor support, befriending services, outdoor activities, and numeracy skills. ✓ By harnessing all **the support available.** ✓ By **listening** to communities and delivering **advice and guidance** to meet their needs. ✓ By **providing expertise** to help local organisations access **grant funding.**	How will we do it; ✓ By scaling up and marketing our services better, **listening** to the needs of the community and mitigating the effects of climate change to **design safe and accessible green spaces.** ✓ By developing commercial contracts to **benefit local communities.** ✓ By supporting communities with **local habitat management projects that harness** local partnerships and deliver sustainability and accessibility. ✓ By working with social housing providers and community associations to **empower residents to enjoy outdoor spaces.** ✓ **By exploring biodiversity and carbon offset services to sustain the work of the charity and benefit the planet.**	How will we do it ✓ By developing a **skills pathway for** green jobs and volunteering, enabling access to funding and opportunities such as the apprenticeship levy provision. ✓ By putting the person who **volunteers at the heart** of our focus, linking them into our pathway and provide skills development towards jobs. ✓ By supporting local people to become **community enablers,** encouraging everyone to enjoy and protect green spaces. ✓ By working in collaboration with other agencies. ✓ By involving businesses and landowners in a drive towards net zero.

After such a productive year we are looking ahead with positivity and optimism to the future.

The transition from BBO to a version of Groundwork which is more in line with the wider federation and the decline in local authority funding has presented its challenges; however, staff are adapting to their new roles and there is significant demand for our services from across the region, especially those related to helping with the cost of living, energy efficiency and improving housing. In September 2023 we will be saying goodbye to our current CEO, Emma Atkins and will be joined by an interim CEO Gareth James to keep the momentum of our new Strategy going.
Plans and priorities for delivering on our new Strategy are in place and in progress. As a snapshot:-

Plans for future periods (continued)

2023/24 Preview

SO 1 ENABLING LOCAL PEOPLE

- New Communities team in place including Delivery Manager Communities, and Area Managers and Area Lead roles across all Five Counties. Thus, ensuring that we are co-ordinated in our approach and reaching and promoting our new strategy, to encourage new partnerships, collaborations, and investments.
- Blended services – All coaching now under one joint team to include befriending, Green Doctor Services, Work coaching (new product name of Beyond Barriers), Multiply (numeracy support) and outdoor activities and maintenance (managed by the Head of Environment).
- Coaches are undergoing Level 3 Award in Education and Training
- Coaches all trained in Green Doctor energy advice stage one and planned more technical training for more specialist involved advice through external provider (Level 3 Qualification in Energy) and newly appointed Green Doctor Trainer.
- Agreed that Coaches will carry out befriending service in the interim to help with short term capacity and waiting lists. Training imminent via our newly appointed volunteering lead Trainer. More Volunteers currently being recruited and trained up.
- BUILD IT AND THEY WILL COME! We are capitalising on our unique opportunity of not being weighted by funder constraints for many of our staff, and showcasing our new blended offer of support, to encourage more investment and build up our connections. This is currently being showcased with our partnership with Nottinghamshire YMCA and through our evolving model soon to be delivered in Derbyshire, where we wish to build more presence and investment.
- A renewed team with vigour and drive to connect and grow our partnerships and our products across the full Five Counties area.

SO 2 - REJUVENATING LOCAL GREEN PLACES

- Coop Sustainable Spaces – Dudley contract administration. Bretby design details and contract development.
- Selston Country Park – Tender process.
- Tesco Community Grants – progress support for grant applications
- Amber Valley SLA – Quarter 1 maintenance
- Heanor & Loscoe SLA – Quarter 1 maintenance
- Matlock Town Council SLA – Quarter 1 maintenance
- Derbyshire County Council SLA – Quarter 1 maintenance and recruitment of volunteers
- National Forest Company SLA - Quarter 1 sessions
- SEGRO Green Employment Training programme – Project detailed, recruitment of trainees and commencement of delivery.
- Dukeries Academy Green Skills Academy Site development – investment for feasibility work in place and project to be developed with local partners.

SO3 - HELPING PEOPLE INTO GREEN JOBS AND VOLUNTEERING

- Explore the relationship with VIVO and Ministry of Defence to create a pathway of practical green skills across land and maintenance contracts.
- Consider a mentored and structured skills taster with practical involvement with a longer-term view of progressing individuals to formally recognised qualifications and work.
- Consider skills development for “hands on” practical green skills and skills associated with businesses and greening skills and knowledge.
- Practically look at engaging and working with hard-to-reach individuals to access opportunities and new skills around green spaces and development of spaces and habitats.
- Consider closer working relationships with businesses and educating them and staff teams on being more energy aware and improving the green foundations of their business and individuals understanding.

Leading an efficient, effective and sustainable organisation

Underpinning all of this work for our beneficiaries is the work we do to operate as an effective, efficient and sustainable organisation – the plans and priorities for which are summarised below;

Governance

- Work with the board to introduce a behaviours framework at board level.
- Board recruitment campaign considering number of board members coming to the end of their maximum terms.
- Succession plan for board and SMT in line with skills auditing
- Induction and training plan for board
- Continue to support the board in relation to governance and any other requirements.

People

Embed new structure and support staff to transition into new culture, particularly in the first quarter where some staff are still carrying out their BBO roles.

- Update Role profiles and contracts for all staff who weren't at risk to ensure consistency across the organisation.
- Continue to progress the policy review work, introduce statements of intent, and roll out any training as required.
- Develop a training plan for staff to ensure that we can meet our delivery requirements.
- Work with the people group and operational team to make sure that every part of our people journey is effective, and our staff are able to perform.
- Develop a performance management process that incorporates our behaviours framework and ensures that the how of what we do is measured alongside the what.
- Work with managers to develop KPIs for all their staff.

Finance

- Out-sourced finance company UHY Hacker Young who commenced in April 2023. This will lead to a more streamlined and timely process and a move from SAGE 200 to Xero.

Other

- Review our IT, phone and equipment needs and retender the IT and phone contracts and/or bring them together into one contract.
- Review our staff location and office requirements to reduce travel costs and time and our carbon footprint
- Move our IT system onto the cloud.
- Change our email address back to @groundwork.org.uk in line with the rest of the Federation.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- 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 keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, PKF Smith Cooper Audit Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Mr K Daniell
Chair
Date:

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GROUNDWORK FIVE COUNTIES (FORMERLY GREATER NOTTINGHAM GROUNDWORK TRUST)

Opinion

We have audited the financial statements of Groundwork Five Counties (Formerly Greater Nottingham Groundwork Trust) (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. 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 charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its 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 Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, 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.

Material uncertainty related to going concern

We draw attention to note 2.2 in the financial statements, which indicates that following the loss of the two major contracts, new funding streams in 2024 have not yet reached sustainable levels and existing cash reserves have reduced. As stated in note 2.2, these events or conditions, along with the other matters as set forth in the note 2.2, indicate that a material uncertainty exists that may cast significant doubt on the charitable company's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GROUNDWORK FIVE COUNTIES (FORMERLY GREATER NOTTINGHAM GROUNDWORK TRUST) (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. 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. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; 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 (who are also the directors of the charitable company for the purposes of company law) 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 charitable 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We identified that the principal risk of fraud or non-compliance with laws and regulations related to:

- management bias in respect of accounting estimates and judgements made:
- management override of control;
- posting of unusual journals or transactions.

We focussed on those areas that could give rise to a material misstatement in the Society's financial statements. Our procedures included, but were not limited to:

- enquiry of management and those charged with governance around actual and potential litigation and claims, including instances of non-compliance with laws and regulations and fraud;
- reviewing minutes of meetings of those charged with governance where available;
- reviewing legal expenditure in the year to identify instances of non-compliance with laws and regulations and fraud;
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

It is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GROUNDWORK FIVE COUNTIES (FORMERLY GREATER NOTTINGHAM GROUNDWORK TRUST) (CONTINUED)

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

PKF Smith Cooper Audit Limited

PKF Smith Cooper Audit Limited
Statutory Auditors
2 Lace Market Square
Nottingham
NG1 1PB

Date: 4 December 2023

PKF Smith Cooper Audit Limited are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

GROUNDWORK FIVE COUNTIES (FORMERLY GREATER NOTTINGHAM GROUNDWORK TRUST)
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2023

	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Income from:					
Charitable activities	4	4,604,031	-	4,604,031	*3,061,843*
Other trading activities	5	-	13,770	13,770	*5,634*
Investments	6	-	1,523	1,523	*620*
Total income		4,604,031	15,293	4,619,324	*3,068,097*
Expenditure on:					
Raising funds		13,039	-	13,039	*45,120*
Charitable activities		4,715,242	-	4,715,242	*3,122,161*
Total expenditure		4,728,281	-	4,728,281	*3,167,281*
Net movement in funds before other recognised gains		(124,250)	15,293	(108,957)	*(99,184)*
Other recognised gains:					
Actuarial gains on defined benefit pension schemes		852,000	-	852,000	*200,000*
Net movement in funds		727,750	15,293	743,043	*100,816*
Reconciliation of funds:					
Total funds brought forward		(768,593)	458,675	(309,918)	*(410,734)*
Net movement in funds		727,750	15,293	743,043	*100,816*
Total funds carried forward		(40,843)	473,968	433,125	*(309,918)*

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 30 to 47 form part of these financial statements.

GROUNDWORK FIVE COUNTIES (FORMERLY GREATER NOTTINGHAM GROUNDWORK TRUST)

(A company limited by guarantee)
REGISTERED NUMBER: 02556957

BALANCE SHEET
AS AT 31 MARCH 2023

	Note		2023 £		*2022 £*
Fixed assets					
Tangible assets	11		20,212		*29,474*
Current assets					
Debtors	12	370,742		*311,440*	
Cash at bank and in hand		513,567		*855,694*	
		884,309		*1,167,134*	
Creditors: amounts falling due within one year	13	(339,396)		*(561,526)*	
Net current assets			544,913		*605,608*
Total assets less current liabilities			565,125		*635,082*
Net assets excluding pension liability			565,125		*635,082*
Defined benefit pension scheme liability	20		(132,000)		*(945,000)*
Total net assets			433,125		*(309,918)*
Charity funds					
Restricted funds	14		(40,843)		*(768,593)*
Unrestricted funds	14		473,968		*458,675*
Total funds			433,125		*(309,918)*

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006. The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006. However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

.....
Mr K Daniell
Chair
Date:

The notes on pages 30 to 47 form part of these financial statements.

GROUNDWORK FIVE COUNTIES (FORMERLY GREATER NOTTINGHAM GROUNDWORK TRUST)
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	*2022* *£*
Cash flows from operating activities		
Net cash used in operating activities	(342,837)	*189,635*
Cash flows from investing activities		
Dividends, interests and rents from investments	1,523	*620*
Purchase of tangible fixed assets	(813)	*(24,797)*
Net cash provided by/(used in) investing activities	710	(24,177)
Change in cash and cash equivalents in the year	(342,127)	165,458
Cash and cash equivalents at the beginning of the year	855,694	*690,236*
Cash and cash equivalents at the end of the year	513,567	*855,694*

The notes on pages 30 to 47 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1. General information

The Trust is an incorporated charity, registered in England. Its registered office is 16 Commerce Square, Lace Market, Nottingham, NG1 1HS and the charity number is 1003426. The presentation currency of the financial statements is pounds sterling (£), and the financial statements are rounded to the nearest £1,000.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Groundwork Five Counties (Formerly Greater Nottingham Groundwork Trust) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Trustees have reviewed a forecast for a period of twelve months from the date of these financial statements and believe that the Companies financial statements should be prepared on a going concern basis.

The Trustees recognise that following the loss of the two major contracts, new funding streams in 2024 have not yet reached sustainable levels and existing cash reserves have reduced.

The forecast produced for the next twelve months shows that profitability and cash levels will reach a sustainable level but recognise that as the forecasts requires growth over this year’s achieved levels there is a material uncertainty that if this growth is not delivered our remaining cash reserves could be exhausted.

The Trustees continue to ensure that projected cashflows are monitored based on confirmed income on a weekly basis and will take such steps as necessary to secure additional funding or amend the cost base as appropriate to ensure the charity remains a going concern.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Motor vehicles	-	20%	Straight line
Office equipment	-	20%	Straight line

2.7 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. Accounting policies (continued)

2.9 Liabilities

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.10 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

2.11 Pensions

The Charity operates a defined contribution pension scheme. Contributions to the scheme are charged against profits as they are paid and the only liability in respect of this scheme is any unpaid contributions at the year end.

The Charity operates a defined benefit pension scheme and the assets are held separately from those of the Company in separate trustee administered funds.

Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

The pension charge for the defined benefits pension scheme is based on a full actuarial valuation dated 31 March 2023.

2. Accounting policies (continued)

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

Significant areas of estimation for the Company include the calculation of the pension liability. Information is included in the pension note above and Note 20.

4. Income from charitable activities

	Restricted funds 2023 £	Total funds 2023 £
National Lottery	2,455,785	2,455,785
Central & Local Government	1,972,098	1,972,098
Voluntary Sector	27,170	27,170
Private Sector	126,798	126,798
Other Income	22,180	22,180
Total 2023	4,604,031	4,604,031

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

4. Income from charitable activities (continued)

	Restricted funds 2022 £	*Total funds 2022 £*
National Lottery	*2,172,597*	*2,172,597*
Central & Local Government	*582,944*	*582,944*
Voluntary Sector	*7,855*	*7,855*
Private Sector	*291,647*	*291,647*
Other Income	*6,800*	*6,800*
Total 2022	*3,061,843*	*3,061,843*

5. Income from other trading activities

Other trading activities can be analysed as being recieved from the following sources:

	Unrestricted funds 2023 £	**Total funds 2023 £**
Other	13,770	13,770

	Unrestricted funds 2022 £	*Total funds 2022 £*
Other	*5,634*	*5,634*

6. Investment income

Investments can be analysed as being recieved from the following sources:

	Unrestricted funds 2023 £	**Total funds 2023 £**
Interest recieved	1,523	1,523

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

6. Investment income (continued)

	Unrestricted funds 2022 £	*Total funds 2022 £*
Interest recieved	*620*	*620*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

7. Total resources expended

	Fundraising £	People £	Places £	Support costs £	Governance £	Total £	2022 £
Cost directly allocated to activities							
Salaries	9,759	1,222,194	181,066	29,277	9,759	1,452,055	1,090,658
Works and incidental costs	-	3,052,156	25,238	-	-	3,077,394	1,879,780
Travel and motor expenses	-	-	13,123	-	-	13,123	10,048
Professional Fees	-	-	-	21,487	7,107	28,594	20,435
Other direct costs	-	-	-	-	112	112	-
Other costs allocated to activities							
Office costs	274	7,403	1,097	823	274	9,871	51,380
Insurance	450	12,140	1,798	1,348	450	16,186	12,868
Depreciation	280	7,556	1,119	840	280	10,075	7,908
Printing, postage and stationary	54	1,457	216	162	54	1,942	6,179
Training	372	10,049	1,489	1,117	372	13,398	1,690
Travel	148	4,009	594	445	148	5,345	1,024
IT costs	832	22,464	3,328	2,496	832	29,952	24,947
Bank charges	24	653	97	73	24	871	22,926
Equipment rental	-	-	-	-	-	-	2,489
Groundwork UK membership	-	-	-	-	-	-	12,000
Unrecoverable VAT	628	16,953	2,512	1,884	628	22,604	20,640
Sundry expenses	1,299	35,069	5,195	3,897	1,299	46,759	2,309
	14,120	4,392,102	236,871	63,848	21,339	4,728,281	3,167,281
Allocation of Goverance Costs	667	18,005	2,667	-	(21,339)	-	-
Allocation of Support Costs	1,995	53,872	7,981	(63,848)	-	-	-
	16,782	4,463,979	247,519	-	-	4,728,281	3,167,281

Other costs allocated to activities are allocated on the basis of average headcount. Support costs of £63,848 relate to restricted funds (2022: £71,675, all restricted funds).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

8. Auditors' remuneration

	2023 £	*2022 £*
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	7,107	*7,250*

9. Staff costs

	2023 £	*2022 £*
Wages and salaries	1,225,182	*952,989*
Social security costs	114,232	*70,515*
Contribution to defined contribution pension schemes	103,965	*67,154*
	1,443,379	*1,090,658*

The average number of persons employed by the Charity during the year was as follows:

	2023 No.	*2022 No.*
People	27	*27*
Places	4	*9*
Generating Funds	1	*1*
Support and governance	4	*5*
	36	*42*

In 2023 no employee received remuneration amounting to more than £60,000 per annum (2022: Nil).

Key management personnel were paid a total of £216,920 (2022: £114,510).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2022 - £NIL)*.

During the year ended 31 March 2023, expenses totalling £112 were reimbursed or paid directly to 1 Trustee *(2022 - £NIL to* no Trustees).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

11. Tangible fixed assets

	Motor vehicles	Office equipment	Total
	£	£	£
Cost or valuation			
At 1 April 2022	31,950	31,954	63,904
Additions	-	813	813
At 31 March 2023	31,950	32,767	64,717
Depreciation			
At 1 April 2022	12,397	22,033	34,430
Charge for the year	5,590	4,485	10,075
At 31 March 2023	17,987	26,518	44,505
Net book value			
At 31 March 2023	13,963	6,249	20,212
At 31 March 2022	*19,553*	*9,921*	*29,474*

12. Debtors

	2023	*2022*
	£	*£*
Due within one year		
Trade debtors	214,746	*105,207*
Amounts owed by Groundwork UK	26,194	*68,690*
Prepayments and accrued income	129,802	*137,543*
	370,742	*311,440*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

13. Creditors: Amounts falling due within one year

	2023 £	*2022 £*
Trade creditors	126,220	*71,913*
Other taxation and social security	48,134	*24,930*
Other creditors	10,973	*9,896*
Accruals and deferred income	154,069	*454,787*
	339,396	*561,526*

	2023 £	*2022 £*
Deferred income at 1 April 2022	441,683	*170,700*
Resources deferred during the year	140,099	*441,683*
Amounts released from previous periods	(441,683)	*(170,700)*
	140,099	*441,683*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

14. Statement of funds

Statement of funds - current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2023 £
Unrestricted funds					
General Funds	458,675	15,293	-	-	473,968
Restricted funds					
Restricted Funds	176,407	4,604,031	(4,689,281)	-	91,157
Pension reserve	(945,000)	-	(39,000)	852,000	(132,000)
	(768,593)	4,604,031	(4,728,281)	852,000	(40,843)
Total of funds	(309,918)	4,619,324	(4,728,281)	852,000	433,125

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

14. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2021 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Gains/ (Losses)* £	*Balance at 31 March 2022* £
Unrestricted funds						
General Funds	*479,838*	*6,254*	*-*	*(27,417)*	*-*	*458,675*
Restricted funds						
Restricted Funds	*218,428*	*3,061,843*	*(3,131,281)*	*27,417*	*-*	*176,407*
Pension reserve	*(1,109,000)*	*-*	*(36,000)*	*-*	*200,000*	*(945,000)*
	(890,572)	*3,061,843*	*(3,167,281)*	*27,417*	*200,000*	*(768,593)*
Total of funds	*(410,734)*	*3,068,097*	*(3,167,281)*	*-*	*200,000*	*(309,918)*

15. Summary of funds

Summary of funds - current year

	Balance at 1 April 2022 £	**Income** £	**Expenditure** £	**Gains/ (Losses)** £	**Balance at 31 March 2023** £
General funds	458,675	15,293	-	-	473,968
Restricted funds	(768,593)	4,604,031	(4,728,281)	852,000	(40,843)
	(309,918)	4,619,324	(4,728,281)	852,000	433,125

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

15. Summary of funds (continued)

Summary of funds - prior year

	Balance at 1 April 2021 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Gains/ (Losses)* £	*Balance at 31 March 2022* £
General funds	*479,838*	*6,254*	*-*	*(27,417)*	*-*	*458,675*
Restricted funds	*(890,572)*	*3,061,843*	*(3,167,281)*	*27,417*	*200,000*	*(768,593)*
	(410,734)	*3,068,097*	*(3,167,281)*	*-*	*200,000*	*(309,918)*

16. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2023 £	**Unrestricted funds 2023 £**	**Total funds 2023 £**
Tangible fixed assets	-	20,212	20,212
Current assets	430,553	453,756	884,309
Creditors due within one year	(339,396)	-	(339,396)
Provisions for liabilities and charges	(132,000)	-	(132,000)
Total	(40,843)	473,968	433,125

Analysis of net assets between funds - prior year

	Restricted funds 2022 £	*Unrestricted funds 2022* £	*Total funds 2022* £
Tangible fixed assets	*-*	*29,474*	*29,474*
Current assets	*597,937*	*569,197*	*1,167,134*
Creditors due within one year	*(421,530)*	*(139,996)*	*(561,526)*
Provisions for liabilities and charges	*(945,000)*	*-*	*(945,000)*
Total	*(768,593)*	*458,675*	*(309,918)*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

17. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	*2022 £*
Net expenditure for the year (as per Statement of Financial Activities)	(108,957)	*(99,184)*
Adjustments for:		
Gain on pension scheme	852,000	*200,000*
Depreciation charges	10,074	*7,908*
Dividends, interests and rents from investments	(1,523)	*(620)*
Non-cash pension changes	(908,362)	*(164,000)*
Increase in debtors	(59,302)	*(19,392)*
Increase/(decrease) in creditors	(126,767)	*264,923*
Net cash provided by/(used in) operating activities	(342,837)	*189,635*

18. Analysis of cash and cash equivalents

	2023 £	*2022 £*
Cash in hand	513,567	*855,694*

19. Analysis of changes in net debt

	At 1 April 2022 £	Cash flows £	At 31 March 2023 £
Cash at bank and in hand	855,694	(342,127)	513,567
	855,694	(342,127)	513,567

20. Pension commitments

The Charity operates a defined benefit pension scheme.

The Groundwork Federation Scheme is a money purchase scheme; its assets are held in a separately administered fund. Contributions are made by employees at a minimum rate of 3% of salary, Employer contributions are made at the rate of 3% where an employee contributes up to 4.5% of thier salary (2022: up to 4.5%). Where an employee contributes at least 4.5% of thier salary, the employer contribution is 5% of salary (2022: 5%). At 31 March 2023 £9,655 (2022: £5,965) was outstanding in relation to these transactions and the charge for the year was £64,965 (2022: £66,629).

The Charity operates a defined benefit pension scheme.

Retirement benefits to some employees of the Trust are provided by the Local Government Pension Scheme (LGPS). The company is an admitted body of the LGPS, admitted by Nottinghamshire County Council.

The LGPS is a defined benefit funded scheme and the assets are held separately from those of the Company in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

The pension charge for the defined benefits pension scheme is based on a full actuarial valuation dated 31 March 2023.

The Nottinghamshire County Council Pension Scheme is a defined benefit scheme; its assets are held in a separately administered fund. Contributions are made by employees at the rate of between 5% and 12.5% of salary. Employer contributions are made at the rate of 20.2% of salary (2022: 20.2%). Additionally, under the FRS102 actuarial valuation of the scheme at year end an extra £1,000 of employer contributions were identified as being necessary (2023: £13,000).

Principal actuarial assumptions at the Balance sheet date (expressed as weighted averages):

	At 31 March 2023 %	*At 31 March 2022 %*
Discount rate	4.80	*2.60*
Future salary increases	3.90	*4.25*
Future pension increases	2.90	*3.25*
CPI Increases	2.9	*3.25*

20. Pension commitments (continued)

	At 31 March 2023 Years	*At 31 March 2022 Years*
Mortality rates (in years)		
- for a male aged 65 now	20.7	*21.6*
- at 65 for a male aged 45 now	22.0	*23.0*
- for a female aged 65 now	23.5	*24.3*
- at 65 for a female aged 45 now	25.0	*25.8*

The Charity's share of the assets in the scheme was:

	At 31 March 2023 £	*At 31 March 2022 £*
Equities	887,000	*846,000*
Gilts	32,000	*41,000*
Corporate bonds	90,000	*95,000*
Property	181,000	*179,000*
Cash and other liquid assets	80,000	*78,000*
Other	254,000	*157,000*
Total fair value of assets	1,524,000	*1,396,000*

The actual return on scheme assets was £29,000 loss *(2022 - £120,000)*.

The amounts recognised in the Statement of financial activities are as follows:

	2023 £	*2022 £*
Current service cost	(34,000)	*(30,000)*
Net interest on the defined liability (asset)	(25,000)	*(22,000)*
Administrative expenses	(1,000)	*(1,000)*
Total amount recognised in the Statement of financial activities	(60,000)	*(53,000)*

20. Pension commitments (continued)

Movements in the present value of the defined benefit obligation were as follows:

	2023 £	*2022 £*
Opening defined benefit obligation	2,341,000	*2,397,000*
Contributions by scheme participants	5,000	*4,000*
Benefits paid	(33,000)	*(32,000)*
Change in financial assumptions	(996,000)	*(111,000)*
Change in demographic assumptions	(125,000)	*-*
Actuarial gain	369,000	*5,000*
Current service cost	34,000	*30,000*
Interest cost	61,000	*48,000*
Closing defined benefit obligation	1,656,000	*2,341,000*

Movements in the fair value of the Charity's share of scheme assets were as follows:

	2023 £	*2022 £*
Opening fair value of scheme assets	1,396,000	*1,288,000*
Interest income	36,000	*26,000*
Expected return on assets	(65,000)	*94,000*
Contributions by employer	21,000	*17,000*
Contributions by scheme participants	5,000	*4,000*
Other actuarial gains	165,000	*-*
Benefits paid	(33,000)	*(32,000)*
Admin expenses	(1,000)	*(1,000)*
Closing fair value of scheme assets	1,524,000	*1,396,000*

21. Operating lease commitments

At 31 March 2023 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £	*2022 £*
Not later than 1 year	1,365	*11,304*

22. Related party transactions

The Charity has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2023.

Total key management personnel compensation has been disclosed within Note 9.

GROUNDWORK FIVE COUNTIES

England & Wales - Charity number 1003426

Accounts

GREATER NOTTINGHAM

GROUNDWORK TRUST

COMPANY NUMBER

02556957

CHARITY REGISTRATION NUMBER

1003426

REGISTERED OFFICE

16 Commerce Square
Lace Market
Nottingham
NG1 1HS

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

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GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

Vision and Objects

Greater Nottingham Groundwork Trust (GNGT) seeks to support the development of an environment in which people and their communities flourish.

Mission

We achieve our vision by:

Engaging: People are at the heart of what we do.

Understanding: We listen to the wants, needs and aspirations of local people and their communities.

Responding: We design appropriate solutions in partnership.

Enabling: People, communities and organisations are empowered to be part of their own solution.

In working towards our mission, the Trust is governed by its Memorandum and Articles of Association adopted on November 12th 1990 (as amended by special resolution on 15th September 2010 and special resolution on 22nd June 2016), which outline its purpose. Our objectives are to:

- Promote the conservation, protection and improvement of the physical and natural environment anywhere in the areas of Nottinghamshire, Derbyshire and the surrounding areas and
- Provide facilities in the interests of social welfare for recreation and leisure time occupation with the objective of improving the conditions of life for those living in or working in or resorting to the areas of Nottinghamshire, Derbyshire and the surrounding areas and
- Advance public education in environmental matters and of the ways of better conserving, protecting and improving the same whosesoever and
- Promote, for the public benefit, urban and rural regeneration in areas of social and economic deprivation in the areas of Nottinghamshire, Derbyshire and the surrounding areas by:
  - i.) the relief of poverty in such ways as may be thought fit;
  - ii.) the relief of unemployment in such ways as may thought to be fit including assistance to find employment;
  - iii.) the advancement of education, training or re-training, particularly amongst the unemployed, and providing unemployed people with work experience;
  - iv.) the creation of training and employment opportunities by the provision of workspace and/or land for use on favourable terms;
  - v.) the provision of housing for those who are in conditions of need and the improvement of housing in the public sector or in charitable ownership provided that such power shall not extend to relieving any local authorities or other bodies of a statutory duty to provide or improve housing;
  - vi.) the maintenance, improvement or provision of public amenities;

vii.) the preservation of buildings or sites of historical or architectural importance;

viii.) the provision or assistance in the provision of recreational facilities for the public at large and/or those who, by reasons of their youth, age, infirmity or disablement, poverty, social or economic circumstances, have need of such facilities;

ix.) the protection or conservation of the environment, and

x.) the promotion of public safety and prevention of crime.

In the context of its charitable objectives, 'environment' is defined to encompass all 'quality of life' factors that impact on the well-being of people including, for example, health, housing, employment, learning, citizenship, inclusion as well as the physical and global environment.

GNGT's Operational Area

Currently the Trust is delivering and/or managing programmes across the D2N2 Local Enterprise Partnership (LEP) area, comprising Nottingham City, Nottinghamshire, Derby City and Derbyshire, as well as also across Lincolnshire, Leicestershire and Rutland.

Groundwork Greater Nottingham is a participating member of the umbrella body, the Federation of Groundwork Trusts, which comprises of Groundwork UK and fourteen independent Groundwork Trusts across England, Wales and Northern Ireland.

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

Chair's Statement

Over the last year we have continued to pursue our strategy of working with people to change the world they live in, be it through supporting them with improving their employment prospects, enhancing the communities they live, work and relax in, or through ensuring they, their children and grandchildren enjoy a world tomorrow that is as rich and diverse in its biodiversity as it is today.

When I wrote to you a year ago, we were just returning to some semblance of 'normality' following the Covid lockdown and it is fair to say this process of "return" has been challenging for many. Our new normal is still something we are all adjusting to, along with the added instability across the globe caused by the war in Ukraine, which has caused financial and social challenges in our communities. Our work to support people, communities, and businesses over the course of the year has been more important than ever before. We have continued to support people to move closer to work with Building Better Opportunities – Towards Work. A major investment this year was from the UK Government through its Community Renewal Fund (CRF) where we were trusted to: support 200 people secure employment; and support 200 businesses to not only prosper but become 'greener' in Nottingham, Bassetlaw, Mansfield and Newark and Sherwood.

Over the last year our community staff and volunteers have continued to work, along with partner organisations, in the Aspley, Bilborough, Bulwell and Leen Valley wards of Nottingham using Nottingham City Council's Area Based Grant, Holiday Activity, Food funding, and National Lottery funding, as well as our reserves, to support these communities. Through these activities, support includes providing employment information and guidance to those seeking work, welfare rights and benefits advice, addressing income deprivation, supporting people to look after their mental and physical wellbeing, working towards reducing isolation and loneliness within the communities, and providing information and guidance as part of the provision of activities for young people. Additionally, we provide support to smaller voluntary and community groups in securing funding and with other ways of ensuring their ongoing presence in the community. At this time of escalating fuel costs, our 'Green Doctor' service continues to provide advice on energy use to households across Nottinghamshire and ways for them to reduce their energy consumption.

Our environment programme has enjoyed an uninterrupted year of activity, maintaining land for its long-term partners: Derbyshire County Council; Amber Valley District Council; Heanor & Loscoe District Council; Bolsover District Council; Matlock Town Council; Duffield Parish Council and the National Forest. Additionally, using Green Recovery Challenge Fund funding, they have delivered green space improvements, including establishing new woodlands, for Derbyshire County Council, Amber Valley District Council and Matlock Town Council.

The Trust is again grateful for the financial support of all our funders as without them we could not serve our beneficiaries. It is also grateful to all our staff and volunteers; I thank you for your continued resilience and adaptability as we reshape the Trust, as well as your dedication and hard work in supporting our participants and their communities to flourish.

Throughout the year, the Trust continued to operate without a Chief Executive Officer. Instead, Phillip Shaw, the Trust's Chief Financial Officer, led the Trust supported by Jo Phelan, Head of Environment and Communities, and Claire Hale, Head of Operations, until she left us at the end of September 2021.

Since May 2022, I am thrilled to announce that we now have a new Chief Executive Officer, Emma Atkins, who is driving the organisation forward at pace. May I take this opportunity on behalf of the Board and staff of our Trust to thank Phillip, Jo and Claire for their leadership of the Trust through a very challenging period.

Looking forward, our new CEO is working closely with us all to develop our new strategy for 2023-2026. A governance review has taken place and, at time of writing, we are currently recruiting for new board members and revising our memorandum and articles so that we operate as a modern charity.

Fundraising for all charities continues to be the biggest challenge. We are working closely with current funders of both BBO Towards Work and CRF New Start programmes (National Lottery and Local Authorities) to develop a new approach linked to the UK Shared Prosperity Funding and Levelling Up investments. We are pleased to have the support of Groundwork UK with the continued funding of Green Doctor from the Cadent Foundation and funding from Tesco to administer their instore grants programme for the next three years.

Operationally, over the next year, the Trust will tighten its focus towards the ambitions of our new strategy, continuing to deliver current employability and environmental projects and also testing out some new approaches within our community development work. With the aim to link a more coherent pathway for beneficiaries from grassroots involvement with us to long-term outcomes for them into a brighter, greener future. This may be moving into a job or new job within the green industries or becoming more aware of the role they can play in work, home or community to make the world a better place, enabling us all to grow better together.

Within this more focused service offer we are already seeing some great opportunities of partnerships both with the local authorities we have worked closely with for many years and also new partners from local businesses who are keen to support the outcomes of our new strategic ambitions. Our "greener" ambitions align closely with both national and local political agendas across authorities, businesses, and communities.

Based on the success of our work to date, we are also confident that we will be trusted by partners to launch, extend and expand our work across the five counties which we aim to serve (Nottinghamshire, Derbyshire, Leicestershire, Lincolnshire and Rutland).

We are looking ahead to a bright future which will see a great deal of change at our charity. Change can be challenging for people and we are mindful of this, and, also, that everyone involved with us - Board, staff, volunteers, beneficiaries and their families - are being affected by the cost-of-living crisis and wider unrest across the world. That is why we are taking time to work even closer as a whole team, regularly coming together to connect, share and support one another. We are listening to the needs of our volunteers and beneficiaries, reacting to support where we can and embedding their feedback into the long-term vision for the future of our charity.

Despite the positive indications from current partners, we have to be realistic that future funding will not be at the same level that we have had in recent financial years and we will need to plan accordingly to consolidate our offer and gain efficiencies. Our new operating model and bringing project teams together will help to move us towards this and a new income generation plan is now in place with targets to diversify our income streams beyond local

authorities. Our people plan is at the heart of our future strategy and culture, ensuring we can look after the people in our team as we go through this period of uncertainty, change, opportunities and excitement.

I would like to conclude this report by thanking all my fellow Board members for their work on behalf of the Trust. The last year has required them to also be innovative to ensure that the Trust is correctly governed.

Wendy Golland
(Chair)

Date: 17th Oct 2022

THE TRUST'S DEFINED BENEFIT PENSION SCHEME AND THE IMPACT OF IT ON THE TRUST'S FINANCIAL VIABILITY

The Directors of the Greater Nottingham Groundwork Trust would like to draw your attention to the impact of its defined benefit pension scheme on its financial viability.

The Trust is a member of a multi-employer Local Government Pension Scheme (LGPS) administered by Nottinghamshire County Council, which is a defined benefit pension scheme. This scheme has been closed to new members since 2008 and now has only two active members.

Under a methodology prescribed in Section 28 Employee Benefits of Financial Reporting Standard 102 (FRS 102) an annual valuation of the scheme must be made. Any deficit in the scheme's assets compared to its future obligations (liabilities) must be included on the Trust's Balance Sheet as a long-term liability. Following a valuation of the scheme (under FRS102) at the 31st March 2022, a pension scheme liability of £945,000 (2021: £1,109,000) has been included on the Balance Sheet as a long-term liability.

Because of the way this LGPS scheme is structured, this pension scheme liability can only be called-in in special circumstances, over which the Trust has control. As long as the Trust continues to operate and has actively contributing members (i.e. employees who are current members of the scheme and for whom contributions are actively being paid into the scheme), which it has, then the scheme's liability cannot be called-in.

While the Trust does have control over the circumstances whereby this long-term liability becomes payable, the scheme's administrators are compelled to address this liability and put in place a plan for the Trust to eliminate it over time. This is done as part of the triennial valuation of the Fund in accordance with the regulations governing the LGPS. In doing this, the actuaries must have regard to the desirability of maintaining as nearly constant a rate as possible and the requirement to secure the solvency of the pension fund and the long-term cost efficiency of the Scheme. The methodology adopted at the triennial valuation is slightly different from FRS102 and currently produces a valuation lower than the FRS102 valuation. As a result of the triennial valuation that took place on the 31st March 2019, the Trust had to make an additional contribution in 2022 of £4,173 (2021: £4,026). This valuation requires the Trust to make additional contributions of: £4,325 in 2023. Further payments are expected to be made in subsequent years although the exact amounts in those years will only be known following the relevant valuation taking place.

Given the level of the Trust's unrestricted cash and unrestricted reserves the Directors are confident that it can meet all foreseeable calls on it by the pension scheme while meeting all our other known financial obligations.

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2022

Review of the year 2021-22

Environment and Communities

The Environment and Communities teams focus on Groundwork Greater Nottingham's vision for a world in which we can all flourish by; working with them to improve the green space environments in their neighbourhoods to provide opportunities for activities, relaxation and leisure with benefits of physical and emotional health and wellbeing. We work with those most isolated in the community to re-engage them with community activities and other members of the community to reduce loneliness, and we provide tailored advice and simple installations to help people most in need to reduce their energy bills and keep warm through the winter months. We also support our communities financially through grants to deliver a range of services which address local needs and encourage and assist them to take on volunteering opportunities to grow confidence and skills.

Through the delivery of our programmes we are able to help communities build capacity, improve quality of service and achieve personal goals. Underpinning our vision, our staff embed our mission objectives into all elements of design and delivery.

The direct impacts of government restrictions in response to the Covid pandemic significantly reduced over the year, however, delivery of projects and programmes during 2021/22 continued to be affected as people are still adjusting to 'living with' Covid's continued presence. The needs of people we work with have become more acute, with the cost-of-living crises and the impacts of climate change increasingly affecting mental health and well-being and the number of people living in food and fuel poverty rising to more than threefold in a year. Despite this, we have continued with our new methods of working and connecting with people to enable us to achieve a great deal with our dedicated and flexible staff, our loyal volunteers and our funders.

In 2021/22, by Engaging with over 300 community groups in environmental improvement projects, understanding what people need and want to support communities to realise their aspirations, this has resulted in Responding with quality landscape designs which benefit people and wildlife and, as a result, improving over 654,000 square metres of land and maintaining over 593,000 square metres of land. These projects have enabled over 400 volunteers to regularly take part in activities on sites within Nottinghamshire and Derbyshire, maintaining and enhancing the amenity and wildlife value of public open spaces, parks, long distance trails and nature reserves, and befriending isolated and lonely people.

Our Community Team continue to recognise the immense need to support small grassroots organisations during this time to respond to the current crises. Utilising the funding we manage on behalf of Nottingham City Council in our role as Aspley, Bilborough and Leen Valley Lead Organisation, we were able to provide grants, monitor and support partnership organisations to deliver on the ground solutions to food supplies, welfare and isolation facing many of our community members, alongside our usual programmes and activities: employment and skills; targeted and diversionary youth work; support for older people and support for the voluntary sector generally. Additionally, we distributed Holiday Activity and Food funding through our partnership to address the needs of children registered for free school meals during the holiday periods, ensuring hot meals and physical activities were available on a daily basis.

Through participation in the employment, older people and youth forums in the area we ensure that we and our partners continue to best meet the evolving needs of the local community.

Our Tesco Community Grants and Comic Relief Enablers also supported groups from across the whole of Derbyshire, Nottinghamshire, Leicestershire and Lincolnshire to access funding

for much needed community support. We provided advice and guidance to groups both pre and post funding to increase knowledge, capacity to deliver and standards of service.

Feedback from organisations supported includes:

> *"We were delighted that Tesco agreed to help us to support children and families in our local area to get outside together and play in a safe and welcoming environment. The funding was used to buy play equipment which encouraged children to experience nature."*

Our 'Smile' befriending project continues to grow in demand, with referrals out-stripping our availability of volunteer befrienders. Isolation and loneliness continues to escalate amongst all ages of the community, leading to a broadening of our offer to anyone in need. The relatively new Health Authority Link Workers are fully engaged with our service, continually referring to us and valuing the provision we are delivering. We have also been fortunate to be able to increase staff levels as a result of our employability programme, providing both in work experience and increased capacity to deliver.

Our dedicated volunteer befrienders have grown in number and continue to contact participants via telephone and face to face visits, proving to be a life-line to many individuals.

> *"I think we have worked well as a team and we have felt supported throughout the volunteering experience by Groundwork and our supervisors."*

> *"It's the enthusiasm in the voice of my befriender when she rings to check it's ok for her to visit that fills me with joy, we share stories and reminisce about the past, the time just flies by."*

This year we completed an extended first year of Green Doctor energy advice service delivery and a commencement of year two in January 2022. Our service is offered to members of the community most in need, providing advice to reduce heating bills through energy supply switching when appropriate and correct use of boilers, thermostats and radiators. Simple measures are also supplied and fitted free to households including low energy light bulbs and radiator foils. Through advice and guidance, residents understand how to reduce issues of mould and condensation and keep homes warm during the winter months. Again, in a difficult year for face-to-face interaction, this service has been delivered via telephone calls and communication with referral agents via on-line presentations and workshops alongside face to face home visits when possible. The referral routes and reputation of this service has grown over the last 12 months, along with increasing demand due to rising numbers affected by fuel poverty. Outcomes met were short of target in the first year as we established ourselves as a provider in this area of work and built our reputation, but also as a result of the difficulties faced in delivering through the Covid restrictions. However, from January to March (the start of year 2 delivery) we have been able to make great strides and are forecasting exceeding targets, for year two including meeting the short fall from year one.

> *"Do I buy food or do I put the heating on? I was struggling with my mental health and feeling anxious about my energy bills. When I contacted the Green Doctor they gave me such good advice. I started to feel myself again and now I feel I am able to cope."*

Our Environment Team continued to deliver an outstanding quality service maintaining a variety of parks, nature reserves and trails with the help of local volunteers and friends groups. Working for many local authority and charitable partners, we ensure each site aims to increase biodiversity, improve access and increase local voluntary engagement. Existing habitats are managed sustainably, and new habitats created to increase the wildlife potential of each site.

The annual Autumn Footprints Amber Valley & Erewash Walking Festival was back to its usual format in September 2021, with 29 guided free walks over 16 days. The festival was popular with both experienced and inexperienced walkers alike, led by volunteers and staff from over 20 organisations. Walks ranged in length and gradient and in location type from towns and villages to river and canal sides, providing something for everyone no matter what their interests or abilities.

We continue to deliver our long standing service level agreement with Amber Valley Borough Council to manage and maintain existing Local Nature Reserves and other sites of nature conservation interest including Carr Wood, Hammersmith Meadows, Belper Parks, Pennytown Ponds and Sandbed Lane. This includes nature conservation and bio-diversity, community involvement, informal education, interpretation, events and activities, and environmental education. This year we have delivered over 600 hours of volunteer time - an equivalent of over £5,100 of in kind contribution.

Work along the High Peak Bridleway, the Clowne Branch Line, the White Peaks Trail, and Breadsall Cutting continued along with support for Little Eaton friends groups in partnership with Derbyshire County Council. Ongoing maintenance and enhancement of habitats has been achieved by well-attended volunteers who between them bring a wealth of skills and knowledge to the projects.

"A fantastic job being done by some fine members of our local community."

"I use it weekly. It's so easy now to get from where I live on Creswell Road and come out right across from the shops. Love going for longer walks along the track too."

Work in the National Forest this year focussed on waymarking, supporting the Woodland Communities Network, practical conservation tasks engaging new and existing local volunteers and providing support for the Heart of the Forest Recorders to survey key sites to inform management plans, including identifying training.

Work continued for Heanor and Loscoe Town Council maintaining Red River Nature Reserve with the Friends Group. Conservation and habitat management tasks regularly took place. This year the volunteers coppiced five hazel trees, and laid a considerable length of over grown hedge in the traditional style, revitalising this habitat and boundary treatment. 50 different bird species were recorded on site over the year including the Siskin, new to the site this year.

In Matlock, the Denefield Volunteer Rangers met with us every Thursday to assist in the management of four sites: Denefields Reserve, Bailey's Tump public open space, the Wild Thyme Garden and the nature area at Wellfield Allotments. Tasks involved regular litter picks, maintenance of the bee and butterfly border, hazel coppicing, step construction and path repairs, removal of damaged and dangerous trees, bramble clearance, hedge laying, meadow cutting and the major refurbishment of the pond. Again, the sites have recorded a wide variety of birds, butterflies, wildflowers and mammals.

This year we successfully completed delivery of the project funded through DEFRA's Green Recovery Challenge Fund, Natural Neighbourhoods. We worked in partnership with three local authorities Derbyshire County Council, Amber Valley Borough Council and Matlock Town Council to create new community woodlands with over 18,000 trees planted, and to improve natural habitats for wildlife, including; the major renovation and improvement of an existing but overgrown and leaking pond, and improved access for people including the construction of 90 steps to a footpath up the valley side of one of the Matlock sites. This project also worked in

tandem with a Kickstart programme for young trainees, aged up to 25 years, and provided six month placements of practical in-work experience and training. Several trainees were able to be retained beyond their 6 months placements, one taking up the position of assistant supervisor on the Natural Neighbourhoods programme, and all have now gone on into permanent employment with new employers as a result of their experience with us.

Landscape design work this year has been varied with the following projects delivered. The detailed design for Maid Marian Public Park in Bilsthorpe, which includes a new play facility, various sports facilities, a SUDS scheme and circulatory routes with seating areas. Planting plans for the new native community woodlands, part of the Natural Neighbourhoods programme. Feasibility, consultation, design and implementation of a Sustainable Space Community Garden at the Central England's Coop store in Desborough. Design and submission of planning permission for a Gateway Feature to Langley Mill. The commencement of design and tender documentation for a Holocaust Memorial site within Gedling Country Park.

Employability

The Building Better Opportunities Towards Work (BBO) project, funded by the European Social Fund and The National Lottery Community Fund, is currently in its sixth year of direct delivery. The project aims to support those furthest from the labour market into employment, education and training, through tailored and personalised programmes, focused on removing barriers which may be preventing progress.

The project has continued to grow over the past year, with 3,283 people supported by the end of March 2021. Of these individuals, 617 people have moved into jobs, 413 have moved into long term education or training, and 147 people have been supported to be able to independently job search. For many of these people, this is the first time they have engaged with the jobs market and it is a huge outcome for them, particularly against the backdrop of a challenging year of Covid restrictions and national adjustments.

Our focuses this year have been ensuring that our project has been responsive and flexible to national changes, to ensure those experiencing the biggest challenges have been supported to overcome barriers despite the pandemic restrictions. We have adjusted as necessary and invested in marketing and promotions to let people know that we are here and able to support. We have 4 new programme Ambassadors who have benefitted from our programme of support and are now employed to be advocates for the programme and share their experiences and personal journeys. This has included powerful video and written case studies to encourage others to engage with Towards Work. We also invested in the Towards Work Resource Centre – an online tool to enable all participants to access a huge range of personal and professional development resources. This is proving to be a popular and successful unique element of our project.

The Towards Work Programme has been successful in improving the lives of many people across the D2N2 area. This has included direct action such as advice, support, and advocating in addition to significant added value, in the form of:

- Reduction in: social isolation, worklessness and associated benefits to DWP and NHS, substance misuse alleviated; reoffending; homelessness and failed tenancies; debt and improved money management.
- Improvements in: skill levels; active citizenship and volunteering; confidence; mental health, physical health; and digital inclusion.

We have seen significant numbers of people progress, develop and overcome barriers thanks to the support of our Towards Work team.

The programme will continue to run until June 2023, and we have extended our recruitment window until the end of December 2022 to enable as many people as possible to access support before the programme currently closes for delivery in March 2023.

Looking forward, we are working hard to ensure that the vulnerable cohort of predominantly Economically Inactive participants are supported through future programmes. This includes the opportunities through the People and Skills element of the UK Shared Prosperity Fund coming live from September 2022, and other opportunities.

In the participants own words:

> *"Thanks to my Work Coach I found a suitable job and I don't have to worry about my future. In the beginning of our work together I struggled with confidence, but my Work Coach helped me believe in myself and I am very grateful for that."*

> *"If this was any other point in my life I would have never imagined myself in a job where I am interacting with new people on a regular basis to actually create a significant change in the lives of others, but since I came on to the project I am used to surpassing the expectations of myself I used to have. Now I work on helping other people overcome the challenges I once faced."*

> *"I have realised I am not alone; I have more self-confidence and self-assurance. I am learning to trust more and focusing on building better relationships. I have gained friendship during my time on programme which I'm really pleased about. I have also really enjoyed not having to worry or stress about funding needed for my hairdressing course or completing paperwork, as the project has supported me step by step and helped me focus on moving forwards."*

As well as overseeing the BBO programme, Groundwork also directly works with participants on the Building Better Opportunities (BBO) programme. This work has continued to be impacted by the pandemic throughout the last year as we have navigated our way through the various national changes with social distancing and other restrictions. We have had some limit to direct face to face work with participants in the earlier part of this financial year, so continued to work flexibly to meet people remotely or in other socially distanced ways. As restrictions eased, we focused on building our direct staff team back up to capacity and have been working hard to re-establish relationships with referral agencies as society opened back up. We have run a hybrid service towards the latter part of this financial year moving back to a more welcomed face to face and in person service, towards the end of 2021/2022. Participant comfort and choice has remained priority for the team, to enable everyone to meet in a safe and secure environment.

Promotion and re-establishing links with referral partners has been significant, particularly in the latter part of this year, as in person networking and events were re-established. As a result, referrals and starts on the programme have increased in the last 3 months and are closer to being back on track.

During 2021/22 we successfully secured Community Renewal Funding (CRF) to deliver the New Start programme in partnership with Direct Help and Advice (DHA) for both Nottingham City Council and Nottinghamshire County Council. This programme is administered by the Department for Levelling Up, Housing & Communities (DLUHC), and is intended as a short

term pilot project providing an opportunity to test approach to delivery and management in preparation for delivery of the UK Shared Prosperity Fund (UKSPF).

The New Start Programme commenced in January 2022, and will end in October 2022 in Nottingham and December 2022 in Nottinghamshire. It is a wage-subsidy based employment programme designed to:

Support people into employment: by creating 100 roles for unemployed people over the age of 26 with local employers. Vacancies created are paid at national living wage and aimed at those who are long term unemployed, over 50, female returners, or disadvantaged due to significant personal barriers, such as refugee status, unsettled lifestyles, and long-term illness, or disability (including those who are post viral or suffer Long Covid).

Invest in local employers: through the creation of 100 new employment opportunities aimed at increasing local business capacity to aid their Covid recovery, and post pandemic growth, specifically within areas, sectors and individual businesses most negatively impacted by the pandemic.

Invest in skills: by providing participants with one to one information, advice and guidance (IAG) delivered by qualified professionals to increase independent employability skills, and these activities will be coupled with the provision of formal training relevant to participant's chosen role/sector.

Delivery staff from GGN and DHA broker employment opportunities with local employers, support participants transition to becoming employees and acquiring relevant in work skills and qualifications, and support ongoing engagement to achieve sustained employment.

The programme commenced delivery in earnest in March following a period of intense programme development, management and recruitment.

2022/23 Plan

Environment & Communities

The Landscape Design Team will continue its aim to develop new partnerships and clients across a wider geographic area. We aim to continue to incorporate sustainable urban drainage schemes in every project with the ethos of sustainable water treatment, in particular retro fit projects, whilst bringing greater understanding to communities of the benefits and ways in which individuals can contribute to dealing with the challenges of climate change. We will also continue to increase biodiversity as a given in any scheme we undertake and as a bare minimum will seek to plant at least one native tree per project. Projects ongoing from last year such as the Holocaust Memorial site, improvements to Maid Marian Park, the Gateway Feature at Langley Mill and a second Sustainable Space for Central England Coop at a Dudley store will be completed with tender administration of the on-site implementation phase.

Our Environment Team will supervise over 10,000 volunteer hours throughout the year, in management and maintenance of wild spaces, public rights of way, urban centres, canal and ponds, long distance routes and nature reserves. They will improve over 15,000 square metres of land, increasing biodiversity and improving access for communities. Through guided walks and events the team will engage with all members of the community to increase awareness of the environment, habitats and species as well as encouraging physical activity and participation, leading to healthier lifestyles.

A new Green Employment and Skills programme will commence in 2022 funded by the company Segro, who are based within North West Leicestershire. The programme will see the recruitment of 10 young adults to a 6 week volunteer work experience programme where they will gain experience and skills of habitat management and maintenance, and employment advice and guidance with the Environment Team to enable them to gain permanent employment in this sector.

Opportunities to provide CSR activity days with our Environment Team, for businesses within our region, will form part of our offer throughout the year.

Within Nottingham Area 3 (Aspley, Bilborough and Leen Valley wards) we will support at least 15 organisations to deliver services to the local community, through grant management, coordination and cooperation in true partnership. We will ensure quality of service in all delivery, enabling the local community to access support into employment with job fairs, provide children and young people with 800 activity sessions which encourage social development and positive behaviour, including activity and food provision over the holiday periods and encourage healthy lifestyle choices whilst addressing major issues of food and fuel poverty.

Through our Smile befriending project we will maintain a volunteer base to befriend people of all ages, encouraging them to make new connections within their communities, access existing activities or to signpost to support agencies where required. We will visit people in their own or care homes, at community venues or via telephone; addressing the feelings of loneliness and isolation felt by so many people

Our Green Doctor Programme will continue to gather momentum, reaching those most in need in the community to address issues of fuel poverty and improve energy efficiency for greener, warmer homes with the aim to exceed targets by end of year two, December 2022 and a continuing contract into year three from January 2023.

Building Better Opportunities

In 2022/23 we will continue to co-ordinate the Towards Work programme across the D2N2 area, ensuring those furthest from the labour market are enabled access to employment, education or training. We will support as many people as possible to benefit from the final year of delivery, at a time when the service is needed more than ever. We will continue to work to secure the programme's future, post current ESF funding available until the June 2023.

Operationally, we will:

- increase the number of people we have supported to up to 3,801 participants;
- successfully place 465 unemployed people into employment, and
- support up to 828 economically inactive people to move into employment, training or job seeking opportunities

New Start

The CRF New Start programmes will be completed by the end of December 2022, and will aim to achieve agreed targets. A full evaluation will be carried out, by an external consultant, to look at every aspect of the programme including the management, structure, programme design and participant and employer benefits, outputs and outcomes. As this same pilot programme is being delivered in both City and County, we will be able to directly compare how well the programme works and understand any differences between the two geographies, as well as comparison with other pilot programmes across the UK. The test and learn approach will hopefully provide useful data and analysis for Groundwork to use in formulating programmes to deliver employment and business support outcomes in the future.

Financial

Following the cost reductions the Trust made in 2021/22 to improve our financial viability by closing its main office and reducing non-delivery staff capacity, we expect our financial position to improve in 2022/23 when we will:

- deliver activity to the value of approximately £3.0 million;
- contain any deficit to around £50k before any additional pension costs arising from the defined benefit pension scheme's next actuarial valuation;
- continue to diversify revenues streams to reduce the Trust's dependency on major grants and create unrestricted funds that can be used as matched funding for future projects; and
- continue to identify ways to reduce our cost base while maintaining or improving the quality of our activities.

Achieving the above, would result in our unrestricted reserves increasing slightly on this year's closing position of £458,675.

FINANCES

The accounts have been prepared in accordance with the requirements of the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102 (FRS102) (effective 1 January 2015; updated for accounting periods on or after 1 January 2016).

2022 Performance

Net expenditure for 2022 was £99,184 (2021; income of £55,958). This net expenditure amount was after charging an additional £36,000 (2021; £23,000) in relation to the Trust's defined benefit pension scheme identified in the latest FRS102 actuarial valuation of the scheme.

Impact of the change in the actuarial valuation of the Trust's Local Government Pension Scheme

As well as the £36,000 of additional costs (2021; £23,000) incurred before the net expenditure of £99,184 (2021; income of £55,958), £200,000 of actuarial gains (2021; an actuarial loss of £285,000) have been included after the net income figure as a result of the latest FRS102 actuarial valuation of the Local Government Pension Scheme (LGPS) defined benefit pension scheme.

Actuarial gains (or losses) reflect the extent to which the movements of the scheme's assets and liabilities over the accounting year have not been as assumed at the previous valuation date. They also reflect the effect on the liabilities of changes to the assumptions used to value them.

Asset returns have been positive over the year, the return on assets less interest in the year of £120,000 were significantly lower than in the previous year (2021; £235,000). There were no other actuarial losses on the value of the Fund assets in 2022 (2021; £nil).

The key financial assumptions used to determine the defined benefit obligation are the discount rate linked to corporate bond yields and the rate of future inflation. The value of liabilities is calculated using a prescribed discount rate; that on AA rated Corporate Bonds at the valuation date. At the year end this rate was 2.60% compared to 2.00% a year earlier. The rate of future inflation is important as this is used to determine the rate of salary increases for active members of the scheme as well as the rate at which pensions are increased for other scheme members. At the year end, future salary increases were assumed to increase by 4.25% compared to 3.85% a year earlier. The impact of these changes is an actuarial gain of £111,000 compared to an actuarial loss of £541,000 a year earlier. Unlike 2021, when there was an actuarial gain of £20,000 in relation to changes in the assumptions on life expectancy, there was no gain or loss in 2022. Additionally, there was an experience loss of £5,000 on the defined benefit obligation (2021; experience gain of £26,000).

Net Movement in Funds

As a result of the above changes to the defined benefit pension scheme's valuation, the Trust recorded a net positive movement in funds of £100,816 in 2022. This compared to a net negative movement in funds of £229,042 a year earlier.

Income

Income in 2022 decreased to £3,068,097 from £3,243,634 in 2021.

People-related charitable income fell to £2,788,252 in 2022 from £3,075,205 in 2021. While still the Trust's biggest funder, income from the National Lottery fell from £2,326,101 in 2021 to £2,172,597 in 2022, all of which was for the Building Better Opportunities programme (2021; £2,193,020). New this year, was income from the UK government's Community Renewal Fund. The Trust was awarded funding through both Nottingham City Council and Nottinghamshire County Council. Income in the year was £100,475 from Nottingham City Council and £104,686 from Nottinghamshire County Council.

Places-related charitable income more than doubled in 2022, up to £273,591 from £135,308 in 2021. This was primarily due to the impact of the Trust's Natural Neighbourhood's programme where income from the Green Recovery Challenge Fund was £112,641 in the year (2021; £15,600). Other income not relating to charitable activities was £6,254 in 2022 (2021; £3,746), which included £1,485 of income relating to the sale of items arising from the closure of the Trust's office at Tennyson Hall.

Expenditure

In 2022 expenditure on charitable activities was £3,122,161 (2021; £3,133,578); this equated to just over ninety-eight percent of the Trust's total expenditure, the same as 2021. The Trust's two largest areas of expenditure are works costs and salaries. In 2022 these two areas of expenditure accounted for just under ninety-four percent of total expenditure, about one percent down on 2021 (just under ninety-five percent). The decrease in expenditure to £3,122,161 is mainly due to works costs falling in the year, to £1,897,780 from £1,925,918 in 2021, primarily because of reduced activity on Building Better Opportunities due to the ongoing impact of the pandemic as well as staff shortfalls at partner organisations resulting in lower expenditure by them. Salary costs of £1,090,658 were almost unchanged on 2021 (2021; £1,094,140) despite the average number of employees increasing by one and staff being awarded a salary increase from November 2021. This was possible because of the number of vacancies at the Trust throughout the year, especially on Building Better Opportunities where a plethora of new government employment schemes meant that those working in employment support for those out of work were in high demand for most of the year.

Expenditure on raising funds in 2022 fell to £45,120 from £54,098 in 2021 primarily due to lower salary costs.

Support costs (before reallocation) in 2022 fell to £71,675 from £101,227 in 2021. Support staff salaries again fell year-on-year, falling to £53,198 in 2022 from £82,393 in 2021 as support staff delivered significantly more charitable activity than in previous years as they provided significant levels of support to the Community Renewal Fund programmes. Support costs equated to just over two percent of the Trust's total expenditure in 2022, down by about one percentage point on 2021 (2021; marginally above three percent). Key management personnel salaries of £114,510 were down compared to the previous year's cost (2021; £135,569) primarily due to a reduction in key management personnel by one part time member of staff from October 2021.

Debtors

Trade debtors were £105,207 at 31 March 2022 compared to £171,835 a year earlier.

In 2021, the Trade Debtors figure included £48,422 owed to the Trust by its former sub-contractors on the Small Steps, Big Changes programme; these amounts were repaid in late 2021.

Creditors

Grants received in advance and deferred grants amounted to £441,682 at 31 March 2022, significantly up on a year earlier when they were £170,700. Of the amount deferred at 31 March 2022, £392,588 relates to funding received in advance from the two Community Renewal Fund programmes.

Cash at Bank and in Hand

Total cash held at 31 March 2022 was £855,694 (2021; £690,236). Unrestricted cash was £262,189 at 31 March 2022 compared to £507,858 a year earlier. At 31 March 2022 the Trust held restricted cash of £593,505 (2021; £182,378). As part of its arrangements to partners delivering the Building Better Opportunities programme, the Trust makes advance payments to them of up to a quarter's worth of expenditure. At 31 March 2022, this advanced funding amounted to £81,959 compared to £96,169 a year earlier.

Reserves

At 31 March 2022 the Trust had negative reserves of £309,918 (2021: negative reserves of £410,734). Of these reserves minus £945,000 relates to the pension scheme liability (2021; minus £1,109,000).

Excluding the LGPS pension scheme liability, the Trust's reserves were £635,082 (2021; £698,266) at 31 March 2022. Of these, £458,675 were unrestricted reserves (2021: £479,838) of which none were designated (2021; £7,682). Additionally, the Trust had £176,407 of non-pension related restricted reserves (2021: £218,428). Of these non-pension related restricted reserves, £58,660 (2021; £93,660) relates to surpluses on education and training activity which has been ring-fenced in accordance with HM Revenue & Customs' rules for maintaining the Trust's eligibility to treat education and training income as exempt from the need to charge Value Added Tax on it. The remainder of the restricted funds related to grant income which has been recognised in line with the practice set out in the Charities SORP for income recognition.

During the year the Trust's Board of Directors reviewed its Reserves Policy and identified their rationale for holding reserves, which remains unchanged from previous years, which is to provide three months cover for all staff salaries and cash overheads (i.e. excluding depreciation and other non-cash items) as well as covering all liabilities on outstanding contracts. In addition, they decided to continue providing a contingency of approximately £50,000 to guard the Trust against unforeseen risks including: taking professional advice in relation to governance and compliance matters; and safeguarding against contract risks. On the basis of next year's business plan three month's running costs equates to approximately £410,000 while the outstanding contract liabilities at 1 April 2022 totalled approximately £10,000. Allowing £50,000 for contingencies would give a target reserves level of £470,000 compared to the current level of £458,675. In the coming year the Trust expects its reserves to increase to around the target level of £470,000.

Liquidity

Excluding the long-term LGPS pension scheme liability, the Trust had net assets of £635,082 (2021; £698,266) at the year end.

After including the FRS102 valuation of the LGPS defined benefit pension scheme assets and liabilities on the Balance Sheet, the Trust's total liabilities exceeded its total assets. Because of the way this LGPS scheme is structured, this pension scheme liability can only be called-in in special circumstances, over which the Trust has control. As long as the Trust continues to operate and has actively contributing members (i.e. employees who are current members of the scheme and for whom contributions are actively being paid into the scheme), which it has, then the scheme's liability cannot be called-in.

While the Trust does have control over the circumstances whereby this long-term liability becomes payable, the scheme's administrators are compelled to address this liability and put in place a plan for the Trust to eliminate it over time. This is done as part of the triennial valuation of the Fund in accordance with the regulations governing the LGPS. In doing this, the actuaries must have regard to the desirability of maintaining as nearly constant a rate as possible and the requirement to secure the solvency of the pension fund and the long-term cost efficiency of the Scheme. The methodology adopted at the triennial valuation is slightly different from FRS102 and currently produces a valuation lower than the FRS102 valuation. As a result of the triennial valuation that took place at the 31st March 2019, the Trust had to make an additional contribution in 2022 of £4,173 (2021: £4,026). This valuation requires the Trust to make additional contributions of: £4,325 in 2023. Further payments are expected to be made in subsequent years although the exact amounts in those years will only be known following the relevant valuation taking place.

On an annual basis the Trust is confident that it can generate sufficient cash flow, in addition to that needed for its other commitments, to meet this obligation.

Investment Policy and Performance

The Trust utilises its current and deposit accounts in order to generate small levels of interest on the cash balances it holds. It does not have any managed investments. The Board of Directors' priority is to safeguard the funds it holds. It does this by, wherever possible, ensuring that any funding held by a financial institution is readily accessible and is fully protected by the Financial Services Compensation Scheme.

STRUCTURE, GOVERNANCE AND MANAGEMENT

GNGT's Aims and Objectives are set out in its Memorandum and Articles of Association which are detailed at the beginning of this report.

The Board

The Trust is governed by a Board of unpaid Directors who are also the Trustees of the Charity. The Board are responsible for the overall governance of the Trust in accordance with Company and Charity Law. At the 31st March 2022, the Board had nine Directors.

In accordance with its Memorandum and Articles there are two types of Directors. Nominated Directors who are nominated to serve on the board by their member organisations or Co-opted Directors who are brought onto the board for their particular skills and experience through an open recruitment process. The Board is fully committed to the furtherance of the local communities that it serves.

All new Directors undergo an induction process to acquaint them with the Trust's Charitable Objects; policies and practise; aims and objectives; management and governance; and what is expected of them under legislation, with reference to Charity Commission guidance. Governance Training is provided, and all Directors are expected to commit to the Principles of Public Office.

The Board operates in an open and transparent manner, balancing opportunity against risk with the objective of ensuring the long-term sustainability of the Trust. It delegates certain powers in connection with the management and administration of the Trust as set out below. This is controlled by regular reporting back to the Board so that all decisions made under delegated powers can be ratified by the full Board in due course.

Committees of the Board

The Board has three sub-committees who work within parameters defined by their respective approved Terms of Reference. As directed by the Board, all Committees regularly report back to and provide recommendations to the Board. The overall purpose of each committee is set out below:

Audit and Finance Committee – to ensure that there is a framework for accountability; for examining and reviewing all systems and methods of control both financial and otherwise including risk analysis and risk management; and for ensuring the Trust is complying with all aspects of the law, relevant regulations and good practice. The Committee is supported by the Chief Financial Officer.

Human Resources Committee – to assist the Board in the discharge of their responsibilities for agreeing the staff plan, remunerating employees, reviewing HR systems and policies, ensuring that the Board has a full complement of members and ensuring the Trust is complying with all aspects of the law, relevant regulations and good practice. The Committee is supported by the Chief Executive Officer.

Compliance Committee – to assist the Board in the discharge of their compliance responsibilities which includes quality management, health & safety management and contract compliance and ensuring that the Trust is complying with all aspects of the law, relevant regulations and good practice. The Committee is supported by the Chief Executive Officer.

Chief Executive Officer

Since May 2022, the Chief Executive Officer is responsible for the day-to-day management of the Trust's affairs and for implementing the policies agreed by the Board of Directors. The Chief Executive Officer is assisted by a small team of Senior Managers.

Prior to May 2022, the Trust was led by the Chief Financial Officer assisted by the Head of Environment and Communities and the Head of Operations (until September 2021).

Statement of Directors' Responsibilities and Corporate Governance

Company and Charity law requires the Directors to be responsible for their Annual Report and for the preparation of the financial statements for each financial year which give a true and fair view of the state of affairs of the Trust and of the surplus or deficit of the Trust for that period.

In preparing those statements, the Directors have:

- Selected suitable accounting policies and then applied them consistently;
- Observed the methods and principles of the Charities Statement of Recommended Practice,
- Made judgements and estimates that are reasonable and prudent;
- Stated whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepared the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Directors have overall responsibility for ensuring that the Trust has an appropriate system of controls, financial or otherwise. They are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Trust and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Trust and, hence, for taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:

The Trust is operating efficiently and effectively;

- Its assets are safeguarded against unauthorised use or disposition and are properly applied; and
- The Trust complies with relevant laws and regulations.

Audit Information

Each director has taken steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information. The directors confirm that there is no relevant information that they know of and which they know the auditors are unaware of.

Corporate Governance

The Trust is committed to continuous improvement. Internal controls over all forms of commitment and expenditure continue to be improved. Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by both the executive management and the Board of Directors.

The systems of internal control are designed to provide reasonable but not absolute assurance against material misstatement or loss. They include:

- A strategic business plan and annual budget approved by the Directors;
- Regular consideration by the Directors of financial results, variances from budgets and benchmarking reviews;
- Restricted and unrestricted cost control;
- Delegation of day-to-day management authority and segregation of duties, and
- Identification and management of risks.

Risk Management

The Trust's Audit and Finance Committee provides, on behalf of the Board, a lead in assessing potential business risks facing the Trust. It works with the Senior Management team to minimise those risks. During the year, under the guidance of the Audit Committee, the Board was able to consider how the Trust might respond to identified risk.

In terms of overall risks, the biggest risk to the Trust is in securing funding to continue its activities. In GGN's case its reliance on government and European Union funding leaves it vulnerable as funding from central government and local government continues to reduce while funding from the European Union ends in 2023.

Outside of the risks associated with securing income, the Trust recognises that the following major risks exist:

- In terms of its people, where because of its size there is a danger that key skills and knowledge are held by a single person;
- In terms of its systems, where a key part of the Trust's success is based upon its systems which if disrupted would have a significant ability on the Trust to operate; and
- The liability on its defined benefit pension scheme.

In recognising the above risks, the Trust's Directors and Senior Management have put in place actions to mitigate against these risks as well as regular review of both the risks and mitigating actions.

Training and Communications

The Trust recognises the value of its people and is committed to the training and career development of all employees.

Employees are kept fully informed of (and contribute to) development of strategy, objectives and delivery of stretching targets as well as news of day to day activities and events. Regular information about the organisation is available through various methods. All employees are encouraged to contribute their suggestions for improving the organisation.

The Trust has comprehensive Human Resources policies and procedures, with particular attention paid to Health, Safety and Welfare. The Trust supports equal opportunities and diversity and has a policy of recruitment and promotion at all levels on the basis of aptitude and ability.

The Trust Health, Safety and Welfare policy, supported by the staff training plan, sets out minimum standards of Health and Safety training for all staff. This includes Health and Safety

Overview, Risk Assessment, Manual Handling and Fire Training components. The policy is reviewed regularly in order to ensure compliance with latest guidance.

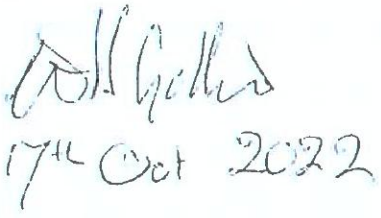
The Trust has an approved Equality and Diversity Policy. Staff and subcontractors are expected not to discriminate on the grounds of race, gender, ethnicity, nationality, religious belief, disability, and marital status, and sexual orientation, responsibilities for dependants or unrelated criminal convictions. Induction training and supplementary consideration, within the context of Trust meetings, provides a vehicle for ensuring that diversity is valued by all staff. Diversity training forms a compulsory element of the Trust's induction programme, ensuring that all staff are appropriately informed and act accordingly. The Trust is committed to ensuring that both equal opportunity and diversity agendas are reflected in all of its activities. The Trust has an Equality and Diversity Working Group, whose membership is made up of a cross-section of staff across the organisation. They meet on a regular basis to support the Trust in ensuring that equality and diversity is reflected in its internal policies and external programmes.

Pensions

All employees are encouraged to join the Trust's pension scheme. For those who joined the Trust after April 2008 this is a money purchase scheme provided through AEGON Scottish Equitable and is a federation-wide scheme arranged by The Groundwork Federation.

Prior to this date, employees were eligible to join a defined benefit scheme provided by Nottinghamshire County Council. This scheme was closed to new employees following detailed consideration by the Board who concluded that on the grounds of affordability, and in order to enable better forward planning, the scheme should no longer be offered to new staff.

Wendy Golland
(Chair)
Date



GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
CHARITY INFORMATION

COMPOSITION OF THE BOARD

Wendy Golland (Chair)
Roscoe Fernandes (Deputy Chair)
Cllr Jim Creamer
Cllr Ron Hetherington (resigned 11 October 2021)
Cllr Sally Longford
Cllr Helen Skinner (appointed 7 February 2022)
Mike Hill
Steve Carr (resigned 11 October 2021)
Carol Angharad (resigned 7 October 2021)
Margot Madin

COMPOSITION OF BOARD COMMITTEES (as at 31st March 2019)

Audit & Finance Committee
Mike Hill (Chair)
Margot Madin
Wendy Golland

Human Resources
Roscoe Fernandes (Chair)
Wendy Golland
Sally Longford

Compliance
Jim Creamer
Wendy Golland
Margot Madin

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
CHARITY INFORMATION

ADVISERS TO THE BOARD (as at 31 March 2022)

Executive Officers:

Chief Executive Officer	Emma Atkins (from May 2022)
Chief Financial Officer	Phillip Shaw
Head of Environment and Communities	Jo Phelan
Company Secretary	Position currently vacant

Solicitors
Browne Jacobson
44 Castle Gate
Nottingham NG1 6EA

Insurance Adviser
PIB Insurance Brokers
Crown House, West Carr Road
Retford DN22 7SW

External Auditor
PKF Smith Cooper Audit Limited
2 Lace Market Square
Nottingham
NG1 1PB

Value Added Tax Adviser
County VAT Consultancy
Pippin Cottage
Broadlane
Bishampton
Worcestershire
WR10 2LY

Health and Safety Adviser
Sigerson Associates Ltd
Rossington Business Park
West Carr Road
Notts DN22 7SW

Employment Lawyer
Gunnercooke LLP
1 Cornhill
London
EC3V 3ND

Bankers
National Westminster
Nottingham Smiths Branch
Nottingham

Lloyds TSB
St James Street
Nottingham

Barclays
Sir Frank Whittle Road
Derby

HSBC
Long Row
Nottingham

Virgin Money
Jubilee House
Gosforth
Newcastle Upon Tyne NE3

Yorkshire Bank
Lock House
Castle Meadow Road
Nottingham

GREATER NOTTINGHAM GROUNDWORK TRUST
INDEPENDENT AUDITORS' REPORT

AUDITORS' REPORT

OPINION

We have audited the financial statements of Greater Nottingham Groundwork Trust (the 'charity') for the year ended 31 March 2022 set out on pages 29 to 54. 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 charity's affairs as at 31 March 2021 and of its incoming resources and application of resources 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 and the Charities Act 2011.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) 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 Society in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, 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

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The Trustees are responsible for the other information. 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 we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- 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 directors' 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 financial statements which 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

AUDITORS' 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 (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

We identified that the principal risk of fraud or non-compliance with laws and regulations related to:

- management bias in respect of accounting estimates and judgements made;
- management override of control;
- posting of unusual journals or transactions.

We focused on those areas that could give rise to a material misstatement in the Charity financial statements.

Our procedures included, but were not limited to:

- Enquiry of management and those charged with governance around actual and potential litigation and claims, including instances of non-compliance with laws and regulations and fraud;
- Reviewing minutes of meetings of those charged with governance where available;
- Reviewing legal expenditure in the year to identify instances of non-compliance with laws and regulations and fraud;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

It is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

GREATER NOTTINGHAM GROUNDWORK TRUST
INDEPENDENT AUDITORS' REPORT

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's Trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company'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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Sarah Flear (Senior statutory auditor)
for and on behalf of
PKF Smith Cooper Audit Limited
Statutory Auditor
2 Lace Market Square
Nottingham
NG1 1PB
Date: 25/10/22

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

STATEMENT OF FINANCIAL ACTIVITIES

(INCLUDING SUMMARY INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2022

	Note	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Income and endowments							
Donations and legacies	2	-	-	-	-	29,375	29,375
Charitable Activities - People	5	-	2,788,252	2,788,252	-	3,075,205	3,075,205
Charitable Activities - Places	5	-	273,591	273,591	-	135,308	135,308
Other trading activities	3	5,634	-	5,634	1,546	-	1,546
Investment Income	4	620	-	620	2,200	-	2,200
TOTAL		**6,254**	**3,061,843**	**3,068,097**	**3,746**	**3,239,888**	**3,243,634**
Expenditure on:							
Raising funds	6	-	45,120	45,120	-	54,098	54,098
Charitable Activities - People		-	2,948,296	2,948,296	-	3,016,421	3,016,421
Charitable Activities - Places		-	173,865	173,865	-	117,157	117,157
TOTAL	8	-	3,167,281	3,167,281	-	3,187,676	3,187,676
NET INCOME / (EXPENDITURE)	7	**6,254**	**(105,438)**	**(99,184)**	**3,746**	**52,212**	**55,958**
Transfers between funds		(27,417)	27,417	-	(45,756)	45,756	-
TOTAL BEFORE OTHER RECOGNISED GAINS / (LOSSES)		**(21,163)**	**(78,021)**	**(99,184)**	**(42,010)**	**97,968**	**55,958**

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

STATEMENT OF FINANCIAL ACTIVITIES

(INCLUDING SUMMARY INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2022

	Note	Unrestricted Funds	Restricted Funds	Total 2022	Unrestricted Funds	Restricted Funds	Total 2021
		£	£	£	£	£	£
TOTAL BEFORE OTHER RECOGNISED GAINS / (LOSSES)		**(21,163)**	**(78,021)**	**(99,184)**	**(42,010)**	**97,968**	**55,958**
Other recognised gains / (losses):							
Actuarial Gains and Losses in Defined Benefit Pension Scheme		-	200,000	200,000	-	(285,000)	(285,000)
NET MOVEMENT IN FUNDS		**(21,163)**	**121,979**	**100,816**	**(42,010)**	**(187,032)**	**(229,042)**
Reconciliation of funds:							
Fund balances brought forward		**479,838**	**(890,572)**	**(410,734)**	**521,848**	**(703,540)**	**(181,692)**
Fund balances carried forward		458,675	(768,593)	(309,918)	479,838	(890,572)	(410,734)

All of the above results are derived from continuing activities. All gains and losses recognised in the year are included above. Note 14 details changes in resources applied for fixed assets for charity use.

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

COMPANY NUMBER: 02556957

BALANCE SHEET AS AT 31 MARCH 2022

	Note	£	2022 £	£	2021 £
FIXED ASSETS					
Tangible Assets	14		29,474		12,585
CURRENT ASSETS					
Debtors	15	311,440		292,047	
Cash at Bank and in Hand		855,694		690,236	
		1,167,134		982,283	
CREDITORS: Amounts falling due within one year	16	(561,526)		(296,602)	
NET CURRENT ASSETS			605,608		685,681
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			635,082		698,266
Defined benefit pension scheme liability	11		(945,000)		(1,109,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES	18		(309,918)		(410,734)
FUNDS					
Unrestricted Funds – general		458,675		472,156	
Unrestricted Funds – designated				7,682	
Total Unrestricted Funds	18		458,675		479,838
Restricted Funds excluding pension liability		176,407		218,428	
Pension Reserve		(945,000)		(1,109,000)	
Total Restricted Funds	18		(768,593)		(890,572)
TOTAL FUNDS	18		(309,918)		(410,734)

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

COMPANY NUMBER: 02556957

BALANCE SHEET AS AT 31 MARCH 2022

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements were approved by the Board and signed on its behalf by:

W Golland
Director
Date: 17th Oct 2022

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Note	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
CASH FLOWS FROM OPERATING ACTIVITIES							
Net cash provided by / (used in) operating activities	21	**(221,492)**	**411,127**	**189,635**	**(92,492)**	**(73,249)**	**(165,741)**
CASH FLOWS FROM INVESTING ACTIVITIES							
Dividends, interest and rents from investments		620	-	620	2,200	-	2,200
Purchase of property, plant and equipment		(24,797)	-	(24,797)	(1,794)	-	(1,794)
Net cash provided by / (used in) investing activities		**(24,177)**	-	**(24,177)**	**406**	-	**406**
Increase / (decrease) in cash and cash equivalents in the year		**(245,669)**	**411,127**	**165,458**	**(92,086)**	**(73,249)**	**(165,335)**
Cash and cash equivalents at the 1st April 2021		507,858	182,378	690,236	599,944	255,627	855,571
Cash and cash equivalents at the 31st March 2022	22	**262,189**	**593,505**	**855,694**	**507,858**	**182,378**	**690,236**

1. ACCOUNTING POLICIES

Basis of Accounting

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year, and also have been consistently applied within the same financial statements.

Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102 published 16th July 2014 and the Charities Act 2011 and applicable regulations

Greater Nottingham Groundwork Trust Limited meets the definition of a public benefit entity under FRS 102.

The principal office address is detailed on the cover page of these financial statements.

The financial statements are prepared in Sterling which is the functional currency of the company.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Basis of preparation of the financial statements and going concern

The financial statements have been prepared on a going concern basis under the historical cost convention. As in prior years the Trust's future existence is dependent upon the continuation of current and future projects and services, and on the support of grant aiding bodies, local authorities and other organisations. At the time of signing these accounts, the Trust is exploring bids for a number of grants, current grant income is projected to be receivable up until June 2023, and the Trust has ongoing service contracts for landscape and environmental work. In May 2022 we recruited a new Chief Executive Officer whose focus is on securing new sources of funding, strengthening our networks and establishing new partnerships.

Over the course of the last year, we have successfully secured UK Government Community Renewal Fund funding to deliver an employment, business support and carbon reduction programme across Nottingham and Nottinghamshire. Our work for Tesco, Comic Relief and the Cadent Foundation have also been renewed, as have all our local authority partnerships delivering environmental and volunteering activity across Derbyshire and Nottinghamshire.

Whilst the Directors acknowledge the net liability position reported of £309,918, on the basis of the above, the Director's consider it appropriate to prepare the financial statements on a going concern basis.

Fund Accounting

General Funds are unrestricted funds which are available for use at the discretion of the directors in furtherance of the general objective of the Trust and which have not been designated for other purposes.

Restricted funds are funds subject to specific restrictive conditions imposed by funders or by the purpose of a grant. Where permitted by the funder's conditions surpluses made on restricted funding are available to transfer to unrestricted funds otherwise they are taken to restricted reserves and treated in accordance with the funder's wishes. The costs of raising, governing and administrating such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

All income and expenditure is shown in the Statement of Financial Activities.

Income

Voluntary income including donations, gifts and legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, sufficient certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Trust has unconditional entitlement.

Activities for generating funding and investment income are recognised on a receivable basis.

Incoming resources from charitable activities include grants for the specific provision of goods and services to be provided as part of the Trust's charitable activities to its beneficiaries. Upon invoicing, these resources are held in deferred income until the income has been earned. Income is earned as follows:

- Where measurable stages of work have been completed, income is recognised to the value of the completed work.
- Where measurable outputs are specified as a condition of the grant, income is recognised on the basis of the proportion of the outputs completed compared to the total outputs to be delivered.
- Where outputs are specified as a condition of the grant, but are not readily measurable, income is recognised on the basis of the staff time needed to deliver those outputs. Here income is recognised on the basis of the proportion of the staff time incurred to date compared to the total staff time necessary to deliver the outputs.
- Where the right to income does not arise until the occurrence of a critical event, income is not recognised until that event occurs.
- Where the grant allows for the Trust to make a surplus, the surplus is recognised in line with the proportion of the project completed.

Gifts in Kind

Gifts in kind are valued in the financial statements where an actual value can be ascribed to them.

Resources Expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Costs of generating funds comprises of the costs associated with attracting voluntary income and the costs incurred in developing trading activities to raise funds that will be used for the furtherance of the Trust's charitable purpose.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

Government Grants

From 2012 grants that relate to specific capital expenditure are taken as income in the year they are received with any surplus being held as a restricted reserve. Over the life of the asset, the cost of depreciation is taken as expenditure through the income and expenditure account and ultimately charged against the restricted reserve. Prior to 2012 grants that relate to specific capital expenditure were treated as deferred income and released to the credit of the income and expenditure account over the related asset's useful life.

Depreciation

Depreciation is calculated so as to write off the cost of tangible fixed assets (less estimated residual value) in equal annual instalments over their useful lives as follows:

Computer Equipment	33.3%	Straight line basis
Office Fixtures and Fittings	20%	Straight line basis
Motor Vehicles	20%	Straight line basis

Leasing Commitments

Operating lease rentals are charged to the profit and loss account.

Provisions

Provisions are provided on the following basis:

- Dilapidations relate to premises rented by the Trust. They are provided in line with the maintenance and/or repair obligations stipulated in the rental agreement. The value to be provided is on the basis of a fully-costed schedule of the work to be undertaken.

- Redundancies relate to payments to be made to employees whose roles have been identified as redundant in the current financial year but whose role will not become redundant until a future financial year. Provision is only made when: redundant roles have been identified; the Trust's Board has approved that these roles are redundant; and the staff whose roles will become redundant have been informed that their role will become redundant.

Pensions

The company participates in two pension schemes.

1. Defined Contribution Pension Scheme

The Groundwork Federation Scheme is a money purchase scheme arranged by Groundwork UK with AEGON Scottish Equitable. Contributions to the scheme are charged against profits as they are paid and the only liability in respect of this scheme is any unpaid contributions at the year end.

2. Defined Benefit Scheme

Retirement benefits to some employees of the Trust are provided by the Local Government Pension Scheme (LGPS). The company is an admitted body of the LGPS, admitted by Nottinghamshire County Council.

The LGPS is a defined benefit funded scheme and the assets are held separately from those of the Company in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

The pension charge for the defined benefits pension scheme is based on a full actuarial valuation dated 31 March 2022.

Irrecoverable Value Added Tax (VAT)

The company is registered for VAT; because of the mixed nature of the supplies it makes, however, it has irrecoverable VAT arising due to partial exemption, which is included within resources expended.

Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

Significant areas of estimation for the Company include the calculation of the pension liability. Information is included in the pension note above and Note 11.

2. DONATIONS AND LEGACIES

Donations and legacies can be analysed as being received from the following sources: -

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	**Total 2022 £**	**Total 2021 £**
Coronavirus Job Retention Scheme	-	-	-	29,375
	-	-	-	29,375
Total 2021	-	29,375	29,375	

3. OTHER TRADING ACTIVITIES

Other Trading Activities can be analysed as being received from the following sources: -

	Unrestricted Funds 2022 £	**Total 2022 £**	**Total 2021 £**
Other	5,634	5,634	1,546
	5,634	5,634	1,546
Total 2021	1,546	1,546	

4. INVESTMENT INCOME

Investments can be analysed as being received from the following sources: -

	Unrestricted Funds 2022 £	**Total 2022 £**	**Total 2021 £**
Interest received	620	620	2,200
	620	620	2,200
Total 2021	2,200	2,200	

5. CHARITABLE ACTIVITIES

Income from charitable activities can be analysed as being received from the following sources. -

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	**Total 2022 £**	**Total 2021 £**
Central & Local Government	-	582,944	582,944	283,981
National Lottery	-	2,172,597	2,172,597	2,326,101
Other Public Sector	-	-	-	429,789
Voluntary Sector	-	7,855	7,855	-
Private Sector	-	291,647	291,647	158,475
Other income	-	6,800	6,800	12,167
	-	3,061,843	3,061,843	3,210,513
Total 2021	-	3,210,513	3,210,513	

6. RAISING FUNDS

Costs of raising funds can be analysed into the following activities: -

	Restricted Funds 2022 £	Total 2022 £	Total 2021 £
Generating voluntary income	45,120	45,120	54,098
	45,120	45,120	54,098
Total 2021	54,098	54,098	

7. NET RESOURCES EXPENDED BEFORE TRANSFERS

	2022 £	2021 £
Net outgoing resources before transfers is after charging:		
Depreciation of owned assets	7,908	7,030
Auditors' remuneration	7,500	6,450
Operating lease payments - Leasehold property	43,811	51,076
Directors' expenses	-	-

8. TOTAL RESOURCES EXPENDED

	Costs of Generating Funds £	People £	Places £	Support Costs £	Governance £	Total 2022 £	Total 2021 £
Costs directly allocated to activities							
Salaries	38,659	893,383	81,296	53,158	24,162	1,090,658	1,094,140
Works and incidental costs	-	1,818,261	61,519	-	-	1,879,780	1,925,918
Travel and motor expenses	-	-	10,048	-	-	10,048	7,364
Professional Fees	-	-	-	13,185	7,250	20,435	15,565
Bad debts provided for	-	-	-	-	-	-	-
Other direct costs	-	-	-	-	-	-	2,509
Other costs allocated to activities							
Office costs	1,198	43,892	3,894	1,647	749	51,380	41,963
Insurance	300	10,993	975	412	188	12,868	13,917
Depreciation	184	6,755	600	253	116	7,908	7,031
Printing, postage and stationery	144	5,277	469	199	90	6,179	2,152
Recruitment	-	-	-	-	-	-	22,454
Training	39	1,443	128	55	25	1,690	782
Travel	24	875	78	32	15	1,024	759
Information Technology	582	21,310	1,891	800	364	24,947	82
Bank charges and other finance income	534	19,584	1,738	735	335	22,926	19,816
Equipment rental	58	2,126	189	80	36	2,489	724
Groundwork UK Membership Fee	280	10,251	910	384	175	12,000	9,000
Irrecoverable VAT on overheads	481	17,631	1,565	662	301	20,640	12,703
Sundry expenses	55	1,972	175	73	34	2,309	10,797
	42,538	2,853,753	165,475	71,675	33,840	3,167,281	3,187,676
Allocation of governance costs	828	30,321	2,691	-	-33,840	-	-
Allocation of support costs	1,754	64,222	5,699	-71,675	-	-	-
	45,120	2,948,296	173,865	-	-	3,167,281	3,187,676

Other costs allocated to activities are allocated on the basis of average headcount. Support costs of £71,675 relate to restricted funds (2021: £101,227, all restricted funds)

9. EMPLOYMENT COSTS

	2022	2021
	£	£
Salaries	952,989	956,244
Social Security costs	70,515	76,082
Pension costs	67,154	61,814
	1,090,658	1,094,140

In 2022 no employees received emoluments (excluding pension contributions) of over £60,000 per annum (2021: none).

Total contributions under defined contribution schemes on behalf of these higher paid employees were £nil (2021 - £nil). At the year-end retirement benefits were accruing to no (2021 – none) higher paid employees under defined benefit scheme.

Key management personnel were paid a total of £114,510 (2021: £135,569).

The average number of persons employed by the company (excluding non-executive directors) during the year was:

	2022	2021
People	27	28
Places	9	5
Generating funds	1	1
Support and governance	5	7
	42	41

10. OTHER FINANCE INCOME

	2022 £	2021 £
Net interest on the defined liability (asset)	(22,000)	(19,000)
	(22,000)	(19,000)

11. PENSION SCHEMES

Employees of the company are eligible for membership of either a defined contribution pension scheme or a defined benefit pension scheme.

Defined Contribution Pension Scheme

The Groundwork Federation Scheme is a money purchase scheme; its assets are held in a separately administered fund. Contributions are made by employees at a minimum rate of 3% of salary. Employer contributions are made at the rate of 3% where an employee contributes up to 4.5% of their salary (2021 – up to 4.5%). Where an employee contributes at least 4.5% of their salary, the employer contribution is 5.0% of salary (2021 - 5%). At 31 March 2022 £7,292 (2021 - £5,965) was outstanding in relation to these transactions and the Income and Expenditure charge for the year was £66,629 (2021 - £74,016).

Defined Benefit Pension Scheme

The Nottinghamshire County Council Pension Scheme is a defined benefit scheme; its assets are held in a separately administered fund. Contributions are made by employees at the rate of between 5% and 12.5% of salary. Employer contributions are made at the rate of 20.2% of salary (2021 – 20.2%) with a monthly payment of £347 (2021 - £335) in addition to the contributions based on salary. Additionally, under the FRS102 actuarial valuation of the scheme at year end an extra £13,000 of employer contributions were identified as being necessary (2021 - £4,000). At 31 March 2022 £2,603 (2021 - £1,647) was outstanding in relation to these transactions and the Income and Expenditure charge for the year was £23,265 (2021 - £20,651).

The amounts recognised in the balance sheet are as follows:

	2022 £	2021 £
Present value of funded obligations	(2,341,000)	(2,397,000)
Fair value of scheme assets	1,396,000	1,288,000
Net liability	(945,000)	(1,109,000)

The amounts recognised in the Statement of Financial Activities are as follows:

	2022	2021
	£	£
Service cost	(30,000)	(21,000)
Net interest on the defined liability (asset)	(22,000)	(19,000)
Administration expenses	(1,000)	
	(53,000)	(40,000)
Actual return on scheme assets	120,000	235,000

Movements in the present value of the defined benefit obligation were as follows:

	2022	2021
	£	£
Opening defined benefit obligation	2,397,000	1,902,000
Current service cost	30,000	21,000
Interest cost	48,000	44,000
Contributions by scheme participants	4,000	4,000
Change in financial assumptions	(111,000)	541,000
Change in demographic assumptions	-	(20,000)
Experience loss / (gain) on defined benefit obligation	5,000	(26,000)
Benefits paid	(32,000)	(69,000)
Past service costs, including curtailments	-	-
Closing defined benefit obligation	2,341,000	2,397,000

Changes in the fair value of scheme assets were as follows:

	2022	2021
	£	£
Opening fair value of scheme assets	1,288,000	1,101,000
Interest on assets	26,000	25,000
Return on assets less interest	94,000	210,000
Administration expenses	(1,000)	-
Contributions by employer	17,000	17,000
Contributions by scheme participants	4,000	4,000
Benefits paid	(32,000)	(69,000)
Closing fair value of scheme assets	1,396,000	1,288,000

The cumulative amount of actuarial losses recognised in the Statement of Financial Activities was £301,000 (2021 - £501,000)

The company expects to contribute £18,000 to its defined benefit pension scheme in 2023.

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	2022	2021
Equities	61%	64%
Gilts	3%	4%
Other bonds	7%	7%
Property	13%	11%
Cash	6%	5%
Inflation-linked pool fund	5%	4%
Infrastructure	6%	5%
Total	100%	100%

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	2022	2021
Discount rate	2.60%	2.00%
Future salary increases	3.25%	3.85%
Future pension increases	4.25%	2.85%
CPI increases	3.25%	2.85%

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	2022	2021
Retiring today		
Males	21.6	21.6
Females	24.3	24.3
Retiring in 20 years		
Males	23.0	22.9
Females	25.8	25.7

Amounts for the current and previous period are as follows:

Defined benefit pension schemes

	2022	2021
	£	£
Defined benefit obligation	(2,341,000)	(2,397,000)
Scheme assets	1,396,000	1,288,000
Deficit	(945,000)	(1,109,000)

12. DIRECTORS' REMUNERATION, EXPENSES AND RELATED PARTY TRANSACTIONS

The directors were not remunerated for any services in the current or prior year.

During the year no director incurred travel costs (2021 – Nil).

13. TAXATION

The company is a registered charity and as such is exempt from corporation tax.

14. FIXED ASSETS

	Computer equipment £	Office fixtures and fittings £	Motor vehicles £	Total £
COST				
At 1 April 2021	52,554	13,919	18,000	84,473
Additions	10,847	-	13,950	24,797
Disposals	(31,447)	(13,919)	-	(45,366)
At 31 March 2022	31,954	-	31,950	64,904
DEPRECIATION				
At 31 March 2021	50,617	13,604	7,667	71,888
Charge for the year	2,863	315	4,730	7,908
Elimination on disposal	(31,447)	(13,919)	-	(45,366)
At 31 March 2022	22,033	-	12,397	31,430
NET BOOK VALUE				
At 31 March 2022	9,921	-	19,553	29,474
At 1 April 2021	1,937	315	10,333	12,585

All fixed assets are used for direct charitable purposes.

At 31st March 2021 the company had no capital commitments which were authorised and contracted for (2021 - £nil).

15. DEBTORS

	2022 £	2021 £
Trade debtors	105,207	171,835
Amounts owed by Groundwork UK and other Groundwork Trusts	68,690	20,647
Accrued income	124,225	73,111
Prepayments	13,318	26,455
Other debtors	-	-
	311,440	292,047

16. CREDITORS: Amou nts falling due within one year

	2022 £	2021 £
Trade creditors	71,913	56,901
Other taxes and social security	24,930	26,548
Grants received in advance and deferred grants	441,682	170,700
Other creditors	9,896	30,801
Accruals	13,105	11,652
	561,526	296,602

17. OBLIGATIONS UNDER OPERATING LEASES

At 31st March 2022 the company had future minimum lease payments under non-cancellable operating leases as follows:

	Land & Buildings		Other	
	2022 £	2021 £	2022 £	2021
Under 1 year	11,304	24,919	-	684
Expiring between 2 and 5 years	-	21,036	-	2,394
Over 5 years	-	-	-	-
	11,304	45,955	-	3,078

18. ANALYSIS OF ASSETS AND LIABILITIES BETWEEN FUNDS

CURRENT YEAR

	Restricted Funds £	Unrestricted Funds £	Total 2022 £	Total 2021 £
Tangible Assets	-	29,474	29,474	12,585
Current Assets excluding bank and cash in hand	4,432	307,008	311,440	292,047
Cash at bank and in hand	593,505	262,189	855,694	690,236
Creditors: amounts falling due within one year	(421,530)	(139,996)	(561,526)	(296,602)
Provisions for liabilities and charges	-	-	-	-
Defined benefit pension scheme liability	(945,000)	-	(945,000)	(1,109,000)
	(768,593)	458,675	(309,918)	(410,734)

PRIOR YEAR

	Restricted Funds	Unrestricted Funds	Total 2021	Total 2020
	£	£	£	£
Tangible Assets	-	12,585	12,585	17,821
Current Assets excluding bank and cash in hand	183,248	108,799	292,047	492,563
Cash at bank and in hand	182,378	507,858	690,236	855,571
Creditors: amounts falling due within one year	(147,198)	(149,404)	(296,602)	(742,642)
Provisions for liabilities and charges	-	-	-	(4,005)
Defined benefit pension scheme liability	(1,109,000)		-(1,109,000)	(801,000)
	(890,572)	479,838	(410,734)	(181,692)

19. SHARE CAPITAL

The company is limited by guarantee with no share capital. The equity in the company is owned by the members, each of whom has undertaken to contribute such amount not exceeding £1 as may be required under certain circumstances. At 31 March 2022 there were 4 members (2021 - 4).

20. ANALYSIS OF MOVEMENT OF FUNDS

CURRENT YEAR

	Balance 1.4.2021	Net resources (expended)	Transfers between funds	Actuarial gains and losses	Balance 31.3.2022
	£	£	£	£	£
Restricted funds excluding pension liability	218,428	(69,438)	27,417	-	176,407
Pension reserve	(1,109,000)	(36,000)	-	200,000	(945,000)
Unrestricted funds	479,838	6,254	(27,417)	-	458,675
	(410,734)	(99,184)	-	200,000	(309,918)

PRIOR YEAR

	Balance 1.4.2020	Net resources (expended)	Transfers between funds	Actuarial gains and losses	Balance 31.3.2021
	£	£	£	£	£
Restricted funds excluding pension liability	97,460	75,212	45,756	-	218,428
Pension reserve	(801,000)	(23,000)	-	(285,000)	(1,109,000)
Unrestricted funds	521,848	3,744	(45,756)	-	479,838
	(181,692)	55,956	-	(285,000)	(410,734)

Incoming resources include amounts provided for running costs of the Trust. In the opinion of the directors this is appropriately disclosed as a transfer from restricted funds to cover the management costs of the Trust, which are charged out on projects.

21 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Net movement in funds for the reporting period	**(21,163)**	**121,979**	**100,816**	**(42,010)**	**(187,032)**	**(229,042)**
Adjustments for:						
Depreciation charges	7,908	-	7,908	7,031	-	7,031
Non-cash Pension charges	-	(164,000)	(164,000)	-	308,000	308,000
Dividends, interest and rents from investments	(620)	-	(620)	(2,200)	-	(2,200)
(Increase) / decrease in debtors	(198,208)	178,816	(19,392)	9,192	191,324	200,516
Increase / (decrease) in creditors	(9,409)	274,332	264,923	(60,500)	(385,541)	(446,041)
Increase / (decrease) in provisions	-	-	-	(4,005)	-	(4,005)
Net cash provided by / (used in) operating activities	**(221,492)**	**411,127**	**189,635**	**(92,492)**	**(73,249)**	**(165,741)**

22 ANALYSIS OF CASH AND CASH EQUIVALENTS

Cash at bank and in hand	262,189	593,505	855,694	507,858	182,378	690,236
Total cash and cash equivalents	**262,189**	**593,505**	**855,694**	**507,858**	**182,378**	**690,236**

The grants shown below are required by the donor to be individually disclosed.

	Cash Held/ (Due) at 1 April 2021 £	Cash Received/ (Returned) £	Cash Expended £	Cash Held/ (Due) at 31 March 2022 £
NATIONAL LOTTERY				
The National Lottery Community Funds				
Grant from Building Better Opportunities				
D2N2/1/3 – Towards Work People First – Programme	76,068	2,084,729	(2,172,597)	(11,800)
	76,068	2,084,729	(2,172,597)	(11,800)
NOTTINGHAM CITY COUNCIL				
Area Based Grant	59,663	219,521	(226,175)	53,009
Holiday Activity Funding	-	50,000	(50,000)	-
Youth Employment Initiative	(5,096)	8,492	(3,396)	-
Community Renewal Fund – New Start	-	248,860	(100,475)	148,385
	54,567	526,873	(380,046)	201,394
NOTTINGHAM COUNTY COUNCIL				
Community Renewal Fund – New Start	-	295,880	(104,686)	191,194
	-	295,880	(104,686)	191,194

GROUNDWORK FIVE COUNTIES

England & Wales - Charity number 1003426

Accounts

GREATER NOTTINGHAM

GROUNDWORK TRUST

COMPANY NUMBER

02556957

CHARITY REGISTRATION NUMBER

1003426

REGISTERED OFFICE

16 Commerce Square
Lace Market
Nottingham
NG1 1HS

GREATER NOTTINGHAM GROUNDWORK (GGN) TRUST
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED 31 MARCH 2021

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GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

Vision and Objects

Greater Nottingham Groundwork Trust (GNGT) seeks to support the development of an environment in which people and their communities flourish.

Mission

We achieve our vision by:

Engaging: People are at the heart of what we do.

Understanding: We listen to the wants, needs and aspirations of local people and their communities.

Responding: We design appropriate solutions in partnership.

Enabling: People, communities and organisations are empowered to be part of their own solution.

In working towards our mission, the Trust is governed by its Memorandum and Articles of Association adopted on November 12th 1990 (as amended by special resolution on 15th September 2010 and special resolution on 22nd June 2016), which outline its purpose. Our objectives are to:

- Promote the conservation, protection and improvement of the physical and natural environment anywhere in the areas of Nottinghamshire, Derbyshire and the surrounding areas and

- Provide facilities in the interests of social welfare for recreation and leisure time occupation with the objective of improving the conditions of life for those living in or working in or resorting to the areas of Nottinghamshire, Derbyshire and the surrounding areas and

- Advance public education in environmental matters and of the ways of better conserving, protecting and improving the same whosesoever and

- Promote, for the public benefit, urban and rural regeneration in areas of social and economic deprivation in the areas of Nottinghamshire, Derbyshire and the surrounding areas by:

  i.) the relief of poverty in such ways as may be thought fit;

  ii.) the relief of unemployment in such ways as may thought to be fit including assistance to find employment;

  iii.) the advancement of education, training or re-training, particularly amongst the unemployed, and providing unemployed people with work experience;

  iv.) the creation of training and employment opportunities by the provision of workspace and/or land for use on favourable terms;

  v.) the provision of housing for those who are in conditions of need and the improvement of housing in the public sector or in charitable ownership provided that such power shall not extend to relieving any local authorities or other bodies of a statutory duty to provide or improve housing;

  vi.) the maintenance, improvement or provision of public amenities;

  vii.) the preservation of buildings or sites of historical or architectural importance;

viii.) the provision or assistance in the provision of recreational facilities for the public at large and/or those who, by reasons of their youth, age, infirmity or disablement, poverty, social or economic circumstances, have need of such facilities;

ix.) the protection or conservation of the environment, and

x.) the promotion of public safety and prevention of crime.

In the context of its charitable objectives, 'environment' is defined to encompass all 'quality of life' factors that impact on the well-being of people including, for example, health, housing, employment, learning, citizenship, inclusion as well as the physical and global environment.

GNGT's Operational Area

Currently the Trust is delivering and/or managing programmes across the D2N2 Local Enterprise Partnership (LEP) area which includes Nottingham City, Nottinghamshire, Derby City and Derbyshire.

Groundwork Greater Nottingham is a participating member of the umbrella body, the Federation of Groundwork Trusts, which comprises of Groundwork UK and fourteen independent Groundwork Trusts across England, Wales and Northern Ireland.

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

Chair's Statement

Over the last year we have continued to pursue our strategy of working with people to change the world they live in, be it through supporting them with improving their employment prospects, enhancing the communities they live, work and relax in, or through ensuring they, their children and grandchildren enjoy a world tomorrow that is as rich and diverse in its biodiversity as it is today.

When I wrote to you a year ago, England had just left its first Covid lockdown and a semblance of 'normality' seemed to be returning to our lives with offices reopening and in-person activity restarting. Sadly, this new 'normality' proved fleeting with the country experiencing two further lockdowns across most of the autumn and winter although, as I write, the effectiveness of the Coronavirus vaccination scheme means that we are enjoying a level of 'normality' not seen since before the pandemic began in early 2020.

Throughout the pandemic, our work coaches and job brokers on our Building Better Opportunities – Towards Work and Youth Employment Initiative programmes have continued to work with those seeking employment to successfully support them into work or further training. This despite, for the majority of the last year, being unable to meet participants in person, instead relying on virtual meetings or, more commonly, phone calls to support, motivate and inspire them on their journeys towards employment or training.

Over the last year our community staff and volunteers have continued to work, along with partner organisations, in the Aspley, Bilborough, Bulwell and Leen Valley wards of Nottingham using Nottingham City Council's Area Based Grant, National Lottery and Small Steps, Big Changes funding to support these communities. Through this activity, support includes providing employment information and guidance to those seeking work, welfare rights and benefits advice, addressing income deprivation, supporting people to look after their mental wellbeing, working towards reducing isolation and loneliness within the communities, and providing information and guidance as part of the provision of activities for young people. Additionally, we provide support to smaller voluntary and community groups in securing funding and with other ways of ensuring their ongoing presence in the community. From January, we have also begun providing advice on energy use to households across Nottinghamshire and ways for them to reduce their energy consumption.

Most impacted by the pandemic has been our environment programme due to the outdoor nature of most of its volunteering, land maintenance and conservation activity. Between April and June last year the staff working on this programme were placed on furlough as this work was unable to continue safely. From July last year, all have been back at work as safe ways of working became possible. Initially, staff returned on a part-time basis although this had ended by last October. Since resuming activity, our environment team have worked tirelessly to catch-up on a full year's activity in nine months. Additionally, they have also begun delivering green space improvements for Derbyshire County Council, Amber Valley District Council and Matlock Town Council using Green Recovery Challenge Fund funding.

The Trust is again grateful for the financial support of all our funders as without them we could not serve our beneficiaries. It is also grateful to all our staff and volunteers; I thank you for your adaptability, tenacity, and creativity in ensuring that we have continued to serve our beneficiaries throughout the pandemic.

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

The Trust has continued to operate without a Chief Executive Officer throughout the last year. Instead, Phillip Shaw, the Trust's Chief Financial Officer, continues to lead the Trust supported by the Senior Management Team of Claire Hale and Jo Phelan. At the time of writing, it is our intention to appoint a new Chief Executive Officer to drive the Trust forward by engaging with all our stakeholders as to how we can support them achieve their aims around community, sustainability and employment.

Looking forward, the biggest challenge facing the Trust continues to be raising funds. During the year, the Trust secured two new major sources of funding, both through Groundwork UK. Funding from the Green Recovery Challenge Fund was secured to improve green spaces in Derbyshire, while funding of a Green Doctor from the Cadent Foundation has been secured for three years. We are also grateful to the Youth Endowment Fund who supported us with development funding for a future young people's project.

To increase our effectiveness, the Trust continues to adapt and change its operations to best serve its beneficiaries. One benefit of the pandemic is that the Trust now recognises the possibility to deliver its administrative functions remotely. Realising this, the Trust has decided to close its main office at Tennyson Hall from September 2021 with the eleven staff based there moving to permanent home working. This will save the Trust approximately £40,000 per annual year. It has also reviewed its non-delivery staff and made further reductions in their capacity by reducing the hours worked for some of them from October 2021. This will deliver annualised savings of approximately £24,000 per year.

Operationally, over the next year, the Trust will focus its activity on delivering and expanding on its current programmes. In light of the government's focus on helping people into work following the pandemic, we are hopeful that our existing work supporting people on their journey into work will allow us to secure more funding to help even more people find employment. Based on the success of our community and volunteering programmes, we are also confident that these activities provide us with a platform to expand them further across our communities.

Although it currently feels as if the impact of the pandemic has stabilised, we are mindful that a lot more of our staff, volunteers, beneficiaries and their families are being affected by Covid than we saw during the first eighteen months of the pandemic. At the moment, all the indications are that new restrictions on the way we live our lives are unlikely which means that compared to a year ago the impact of Covid on the Trust's activities and finances are less severe. As a Board, though, we take our responsibility to ensure the safety of our staff, volunteers and beneficiaries seriously and we will not hesitate to introduce our own protective measures regardless of the prevailing guidance. For this reason, our staff are still primarily working from home and only working together in our offices where it is necessary for operational reasons or where home working is not possible or appropriate for a member of staff. Other activity is conducted in a similar manner, with appropriate protective measures put in place to try and ensure that our staff, volunteers and beneficiaries are as safe as possible. Should we reach a situation where we are unable to deliver our activities then, without financial support, the Trust will be faced with a difficult choice as to how long it can continue employing staff while generating no or very limited income. While our unrestricted reserves are relatively healthy and not a cause for concern in normal times, without swift action to minimise expenditure the Trust would soon find itself insolvent if the pandemic again led to a curtailment of its activities.

I would like to conclude this report by thanking all my fellow Board members for their work on behalf of the Trust. The last year has required them to also be innovative to ensure that the Trust is correctly governed.

I would also like to separately thank Ron Hetherington for his contribution to the Trust over many years. Ron stood down as a Director in October. Ron not only led the Trust as Chair for three years during his time with us, but also used his skill and knowledge gained from working in industry to shape our approach to compliance and quality; we will miss his experience and wisdom. We wish Ron well in all his future endeavours.

Wendy Golland
(Chair)

Date: 13.12.21

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

THE TRUST'S DEFINED BENEFIT PENSION SCHEME AND THE IMPACT OF IT ON THE TRUST'S FINANCIAL VIABILITY

The Directors of the Greater Nottingham Groundwork Trust would like to draw your attention to the impact of its defined benefit pension scheme on its financial viability.

The Trust is a member of a multi-employer Local Government Pension Scheme (LGPS) administered by Nottinghamshire County Council, which is a defined benefit pension scheme. This scheme has been closed to new members since 2008 and now has only two active members.

Under a methodology prescribed in Section 28 Employee Benefits of Financial Reporting Standard 102 (FRS 102) an annual valuation of the scheme must be made. Any deficit in the scheme's assets compared to its future obligations (liabilities) must be included on the Trust's Balance Sheet as a long-term liability. Following a valuation of the scheme (under FRS102) at the 31 March 2021 a pension scheme liability of £1,109,000 (2020: £801,000) has been included on the Balance Sheet as a long-term liability.

Because of the way this LGPS scheme is structured, this pension scheme liability can only be called-in in special circumstances, over which the Trust has control. As long as the Trust continues to operate and has actively contributing members (i.e. employees who are current members of the scheme and for whom contributions are actively being paid into the scheme), which it has, then the scheme's liability cannot be called-in.

While the Trust does have control over the circumstances whereby this long-term liability becomes payable, the scheme's administrators are compelled to address this liability and put in place a plan for the Trust to eliminate it over time. This is done as part of the triennial valuation of the Fund in accordance with the regulations governing the LGPS. In doing this, the actuaries must have regard to the desirability of maintaining as nearly constant a rate as possible and the requirement to secure the solvency of the pension fund and the long-term cost efficiency of the Scheme. The methodology adopted at the triennial valuation is slightly different from FRS102 and currently produces a valuation lower than the FRS102 valuation. As a result of the triennial valuation that took place at the 31st March 2019, the Trust had to make an additional contribution in 2021 of £4,026 (2020: £4,091). This valuation requires the Trust to make additional contributions of: £4,173 in 2022 and £4,325 in 2023. Further payments are expected to be made in subsequent years although the exact amounts in those years will only be known following the relevant valuation taking place.

Given the level of the Trust's unrestricted cash and unrestricted reserves the Directors are confident that it can meet all foreseeable calls on it by the pension scheme while meeting all our other known financial obligations.

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

REVIEW OF THE YEAR

Environment and Communities

The Environment and Communities teams focus on Groundwork's vision of enabling people to flourish by working with them to improve the green space environments in their neighbourhoods to provide opportunities for activities, relaxation and leisure with benefits of physical and emotional health and wellbeing. We work with those most isolated in the community to re-engage them with community activities and other members of the community to reduce loneliness, and we provide tailored advice and simple installations to help people most in need to reduce their energy bills and keep warm through the winter months. We also support our communities financially through grants to deliver a range of services which address local needs and encourage and assist them to take on volunteering opportunities to grow confidence and skills.

Through the delivery of our programmes, we are able to help communities build capacity, improve quality of service and achieve personal goals. Underpinning our vision, our staff embed our mission objectives into all elements of design and delivery.

The pandemic has had a significant impact on our delivery throughout the year, however despite the setbacks we have found new ways to work and connect with people whose needs have increased considerably, and we are grateful to our loyal volunteers, our dedicated and flexible staff and our funders, who have enabled us to achieve a great deal during this difficult year:

- Engaging with over 192 community groups in environmental improvement projects;
- Understanding what people need and want to support communities to realise their aspirations; and
- Responding with quality landscape designs which benefit people and wildlife and as a result improving 548,000 square metres of land and maintaining 520,000 square metres of land.

These projects have enabled over 530 volunteers to regularly take part in activities on sites within Nottinghamshire and Derbyshire, maintaining and enhancing the amenity and wildlife value of public open spaces, parks, long distance trails and nature reserves and befriending isolated and lonely people.

Our Community Team recognised the immense need to support small grassroots organisations during the pandemic and associated lockdowns. Utilising the funding we manage on behalf of Nottingham City Council in our role as Aspley, Bilborough and Leen Valley Lead Organisation, we were able to provide grants, monitor and support to organisations to deliver on the ground solutions to food supplies, welfare and isolation facing many of our community members, alongside our usual programmes and activities of: employment and skills; targeted and diversionary youth work; support for older people and support for the voluntary sector generally. Through participation in the employment, older people and youth forums in the area we ensure that we and our partners can best meet the evolving needs of the local community.

Our Tesco Bags of Help and Comic Relief Enablers also supported groups from across the whole of Derbyshire, Nottinghamshire, Leicestershire and Lincolnshire to access funding for much needed community support. We provided advice and guidance to groups both pre and post funding to increase knowledge, capacity to deliver and standards of service.

Feedback from organisations supported includes:

> *"We were absolutely thrilled that Tesco agreed to help us to support local families who needed it. We used our funding to provide play equipment for children who have special educational needs."*
>
> *"The feedback that we received from the families was amazing. It was lovely to hear how much our support meant to them."*
>
> *"It is so important to have the support of everyone in the community when supporting young disabled people into paid work and this is a wonderful example of this."*
>
> *"Thank you for supporting us through COVID and answering our questions."*
>
> *"Thank you for being there when I lost my Grandma, so glad we still see you at the park. Please keep coming to speak to us, it's great we have you to talk to."*
>
> *"Thank you, if you hadn't forced me to go to hospital, I wouldn't be here anymore."*

Our 'Smile' project has grown from a befriending service offered only to residents living within Bilborough, to a Nottingham city-wide offer. Isolation and loneliness has escalated throughout the pandemic, with older people most likely to be cut off from a world which moved towards remote internet connections and activities. Our volunteer befrienders were able to continue contact through telephone and in the warmer month's face-to-face visits, in local parks, green spaces and outdoor cafes, proving to be a life-line to many individuals.

> *"I am so grateful for her; I can be honest and say things the way I want to. She is always listening, has never judged me and seems to understand everything so well. It's not easy to find that. People can be judgemental sometimes and she has just accepted me for the way I am."*
>
> *"Before I met my befriender, I never ate breakfast and now I do because of her. I suffer with anxiety and feel that she sometimes takes my mind off things."*
>
> *"My befriender is easy to talk to, he is approachable, so friendly. He gives me really good advice; he lifts my spirits on a bad day and if I have any problems, he will listen to me. I have a partner, and he cares for me, but my befriender is just so trustworthy I can tell him everything. I tell him all my problems and he helps me a lot".*

This year has seen the commencement of our Green Doctor energy advice service. Offered to members of the community most in need it provides advice to reduce heating bills through energy supply switching and correct use of boilers, thermostats and radiators. Simple measures are also supplied and fitted free to households including low energy light bulbs and radiator foils. Through advice and guidance residents understand how to reduce issues of mould and condensation and keep homes warm during the winter months. Again, in a difficult year for face-to-face interaction this service has mainly been delivered via telephone calls and communication with referral agents via on-line presentations and workshops.

> *"It's hard financially when it's the winter months. Having small children as well, it's important to keep warm. The Green Doctors came and showed me how to save energy, apply for grants and put reflective panels behind the radiators, which helped a lot."*

Our Environment Team continued to deliver an outstanding quality service maintaining a variety of parks, nature reserves and trails with the help of local volunteers and friends' groups. Working for many local authority and charitable partners, we ensure each site aims to increase biodiversity, improve access and increase local voluntary engagement. Existing habitats are managed sustainably and new habitats created to increase the wildlife potential of each site.

The annual Autumn Footprints Amber Valley & Erewash Walking Festival was a lower key event this year due to Covid, with walkers being encouraged to try new walks using downloadable maps and instructions rather than large gatherings of walkers in the traditional festival style. As more people connected via the internet to discover places to visit on their doorstep, this new approach proved just as successful with noticeable increased footfall to many of the routes advertised and to many of the nature reserves, we manage.

We continue to deliver our long standing service level agreement with Amber Valley Borough Council to manage and maintain existing Local Nature Reserves and other sites of nature conservation interest including: Carr Wood; Hammersmith Meadows; Belper Parks; Pennytown Ponds; and Sandbed Lane. This includes nature conservation and bio-diversity, community involvement, informal education, interpretation, events and activities and environmental education. This year we have delivered over 600 hours of volunteer time, equivalent to over £5,100 of in kind contribution.

Work along the High Peak Bridleway, the Clowne Branch Line, the White Peaks Trail and Overseal footpaths continued in partnership with Derbyshire County Council. Ongoing maintenance and enhancement of habitats has been achieved by well-attended volunteers who between them bring a wealth of skills and knowledge to the project. It's rewarding to get feedback from local residents about the work undertaken by the Team and volunteers:

> *"Thank you for clearing the brambles* [off of the wall on the pathway adjacent to Hayfield Bus Station], *I've been struggling with them coming over last summer" local resident."*

Work in the National Forest was severely impacted by the pandemic; however several workdays took place with work focussing on: footpath maintenance; vegetation management; and woodland coppicing, with volunteers who all found the work to be a great tonic to mental health during the difficult times of the last year.

Work continued for Heanor and Loscoe Town Council maintaining Red River Nature Reserve with the Friends Group. Conservation and habitat management tasks regularly took place when lockdown restrictions were eased. This year a considerable length of overgrown hedge was laid in the traditional style, revitalising this habitat and boundary treatment. Forty-eight different bird species were recorded on site over the year including the raven which was new to the site this year.

In Matlock, the Denefield Volunteer Rangers meet with us every Thursday to assist in the management of four sites: Denefields Reserve; Bailey's Tump public open space; the Wild Thyme Garden; and the nature area at Wellfield Allotments. Tasks involve regular litter picks, maintenance of the bee and butterfly border, hazel coppicing, step construction and path repairs, removal of damaged and dangerous trees, bramble clearance hedge laying and meadow cutting. Again, the sites have recorded a wide variety of birds, butterflies, wildflowers and mammals.

This year we started delivery of a new project funded through DEFRA's Green Recovery Challenge Fund - Natural Neighbourhoods. We are working in partnership with three local authorities Derbyshire County Council, Amber Valley Borough Council and Matlock Town Council to create and improve natural habitats for wildlife and people. This project also works in tandem with the Kickstart programme for young trainees, aged up to 25 years, to provide six month placements of practical in-work experience and training.

Landscape design work this year includes ongoing support for the Grimsby sustainable urban drainage (SUD) project on behalf of Anglian Water, which looks to increase the retention of surface water runoff within soft landscape features rather than traditional drainage systems. We have also delivered the initial design and consultation stages for a revamp of the Maid Marian public park in Bilsthorpe, which includes a play facility, various sports facilities, a SUDS scheme and circulatory routes with seating areas.

Building Better Opportunities (BBO)

The Building Better Opportunities Towards Work project funded by the European Social Fund and The National Lottery Community Fund, is currently in its fifth year of direct delivery. The project aims to support those furthest from the labour market into employment, education and training, through tailored and personalised programmes, focused on removing barriers which may be preventing progress.

The project has continued to grow over the past year, with 2,910 people supported by the end of March 2021. Of these individuals 514 people have moved into jobs, 307 have moved into education or training, and 99 people have moved into becoming achieve job seekers. The growth in numbers of people on programme, and particularly the increase in positive outcomes for people, during the Covid pandemic, has been incredibly positive.

Over the last year we have been able to tailor our model of delivery to bring in more remote options for supporting participants. This enabled us to sign up new people on to the programme and continue packages of support for those already engaged with us, despite social distancing and shielding restrictions. As the pandemic restrictions change, we are adapting our service accordingly and moving to a more hybrid model as government restrictions allow.

Our Year 4 Evaluation Report evaluated this period of social and economic disruption, and found many positive outcomes for the people that we supported during this time. As a result of the support received from the Towards Work Programme almost a quarter of participants (24%) had moved into employment. This reflects the conversion rate from the previous participant survey in 2019. This is impressive, reflecting the true impact of the programme.

Our Year 4 Evaluation Report also found that 640 participants have progressed into employment, 89% of participants now feel that a range of career options are available to them, and 80% of participants felt more confident to have a go at new things. Fifty-six percent of those not yet in work, expected to be so within the next three months. To see people continuing to develop and feel positive about their employment prospects during such a difficult period, is real testament to the project and the support they have received, particularly for those furthest from the labour market.

We received a programme extension during this period, due to the successful progress to date. The programme will now run until June 2023.

In the participants own words:

> *"I think she helped me realise that even though I suffered from low confidence at the time, I was a bubbly person. She brought me back out of my shell and talking to her made me realise I still have a life. There are still things out there after everything I've been through."*
>
> *"Having that background support which takes away the severe anxiety and isolation of thinking about and facing the prospect of looking for work. Also, it's the first time I've said 'I'm disabled' to another person as I've always tried to hide it and it makes it very difficult as there are times when it's obvious. So, it's the first time I've admitted the limitations."*
>
> *"The thing is, with getting this job at the job centre - if I have any problems, I can just ask, and she made me realise this. I thought I was useless because I was old and had no chance with anything - but now she and the job have given me my buzz back. I went on a course to learn how to send an email - I hadn't a clue! It's helped me learn."*

Building Better Opportunities (Nottingham City and Nottinghamshire Delivery)

Groundwork's work with participants on the Building Better Opportunities (BBO) programme has been significantly impacted by the pandemic throughout the last year with the majority of it spent under various forms of restrictions especially in relation to in-person meetings. Our participants' willingness and ability to receive support via remote means varies significantly, and we have been very fortunate that we have been able to create a blended approach to working with them, primarily through remote support with Covid-secure face-to-face provision remaining available where this is required. Throughout the year, the BBO team have continued to ensure participants are happy to work via whichever means they choose, and that safety measures are consistently applied in all work outside of the home.

As well as working directly with participants on the programme, our delivery staff have also spent a lot of time promoting the programme, carrying out both virtual and physical outreach to generate referrals into the programme. In particular, because the employment support landscape is changing significantly, and also because of the nature of our target group of participants, we recognise the need to avoid an over reliance on traditional referral routes, such as Job Centres, and have a more pro-active community outreach approach, for us to achieve our objectives for this programme.

Small Steps, Big Changes (SSBC)

The pandemic also significantly impacted delivery on the Small Steps, Big Changes programme. Between March 2020 and August 2020, social distancing requirements meant that delivery partners had to end face to face delivery of all programme activity, including community sessions which, in pre-pandemic times, were supported by Groundwork's team of volunteers. Instead, with the volunteer's consent, volunteers volunteered on programmes which could continue during the pandemic, such as our befriending programme, as well as volunteering outside of Groundwork as part of the wider community crisis response. Where our volunteers volunteered on non-Groundwork programmes, we continued to ensure the volunteers remained supported and were able to volunteer safely.

Groundwork's involvement in the SSBC programme ended on 30th August 2020 after five years of managing the programme. Although there was an opportunity to continue running the programme for another five years, after lengthy consideration, the considerable difficulties we experienced in managing the programme over the last five years meant that it was decided that we no longer wanted to continue being a part of this programme.

Youth Employment Initiative (YEIx)

This programme continued to achieve good results in all areas of programme delivery, and maintained high levels of performance throughout the year. Unfortunately, the programme's funding was withdrawn by the funder towards the end of the year. We were invited to move over to delivery of the funder's new Nottingham Works For You Programme. Owing to the level of match funding this new programme requires the Trust decided that this programme was not beneficial or sustainable to the Trust. As a result of this decision, the YEIx programme will end on the 31st May 2021.

3SC

During the year we received notification that funding for this programme was ceasing. At the time funding was withdrawn, all the remaining participants on the programme reported being negatively impacted by the Covid-19 restrictions and all reported that they felt less confident securing employment as a disabled person now given the widespread job losses across the country, resulting in greater competition for vacancies. We continued to work with these participants on this and the other barriers to their working, resulting in them successfully finding employment. Although 3SC was a relatively small programme, it has had a big impact on the lives of the individuals supported through it.

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

2021/ 22 PLAN

Environment & Communities

In the coming year, our Landscape Architects will continue to develop new partnerships and clients across a wider geographic area. We aim to continue to incorporate sustainable urban drainage schemes in every project with the ethos of sustainable water treatment, in particular retro fit projects, whilst bringing greater understanding to communities of the benefits and ways in which individuals can contribute to dealing with the challenges of climate change. We also aim to develop our relationship with Anglian Water to support us with this aim. Additionally, we aim to increase biodiversity as a given in any scheme we undertake and as a bare minimum will seek to plant at least one native tree per project.

Our community engagement team aim to supervise over 10,000 volunteer hours throughout the coming year, in management and maintenance of wild spaces, public rights of way, urban centres, canal and ponds, long distance routes and nature reserves. We aim to improve over 15,000 square metres of land, increasing biodiversity and improving access for communities. Through guided walks and events, we will engage with all members of the community to increase awareness of the environment, habitats and species as well as encouraging physical activity and participation, leading to healthier lifestyles. We also aim to achieve our tree planting target of over 8.5 hectares of new woodland.

Within Nottingham Area 3 (Aspley, Bilborough and Leen Valley wards), we will support fifteen organisations to deliver services to the local community, through grant management, co-ordination, and co-operation in true partnership with them. We will ensure the quality of service in all delivery, enabling the local community to access support into employment with over 500 job clubs, provide children and young people with 800 activity sessions aimed at encouraging social development and positive behaviour, provide older people with over 480 different types of activities from Tai Chi to sewing.

In addition, through our Smile project we will maintain a volunteer base to assist 250 older people to access existing activities or support through our befriending project by visiting people in their own or care homes, and addressing the feelings of loneliness and isolation felt by many older people.

Our Green Doctor Programme will continue to gather momentum reaching those most in need in the community to address issues of fuel poverty and improve energy efficiency for greener, warmer homes.

Building Better Opportunities

In 2021/22 we will continue to co-ordinate the Towards Work programme across the D2N2 area, ensuring those furthest from the labour market are enabled access to employment, education or training. We will continue to adapt to our changing society and ensure that we tailor our service to reach people in ways which are accessible and comfortable to them. We will work to secure the programme's future, post current ESF funding available until the June 2023:

Operationally, we will:

- increase the number of people we have supported to over 3,480 participants;
- successfully place 405 unemployed people into employment; and
- support 289 economically inactive people move into employment, training or job seeking opportunities.

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

Financial

After a year of living with the pandemic, GNGT has recognised that the world is different from that which it operated in pre-pandemic. The impact upon the nation's finances and the demand for services provided by the third sector arising from the pandemic mean that we live in a permanently changed world. A world where funders are faced with considerable choice as to how to use their funding and, in doing so, demand maximum impact for their funding. Realising this, the Trust has again reviewed its cost base in order to remain competitive in a very competitive funding environment. One thing the pandemic has taught us is that we are able to deliver our activities without the need for expensive office infrastructure. Acknowledging this, the Trust closed its main office at Tennyson Hall in September 2021. This will result in annualised expenditure savings of about £40,000 per year although in closing Tennyson Hall, the Trust incurred nearly £25,000 of one-off costs in surrendering the lease two years early. At the same time as deciding to close Tennyson Hall, the Trust has reviewed the capacity of its non-delivery staff resulting in annualised expenditure savings of about £24,000 per year.

On this basis, the Trust will in 2021/22:

- deliver activity to the value of approximately £3.0 million;
- contain any deficit to £95k before the impact of one-off costs incurred in closing its Tennyson Hall office;
- continue to diversify revenues streams to reduce the Trust's dependency on major grants and create unrestricted funds that can be used as matched funding for future projects;
- continue to identify ways to reduce its cost base while maintaining or improving the quality of its activities; and
- use unrestricted reserves to offset the expected deficit, reducing them to £337k at the year end.

In predicting this financial out-turn for 2021/22, it is presumed that the assumptions around funding from existing funders continues. If this were to change and funders decided to reduce their funding, then the Trust would need to take immediate action to reduce its costs, primarily through making staff redundant, to offset any lost income. Without taking such action, the Trust would use up its unrestricted cash in around three months.

FINANCE

The accounts have been prepared in accordance with the requirements of the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102 (FRS102) (effective 1 January 2015; updated for accounting periods on or after 1 January 2016).

2021 Performance

Net income for 2021 was £55,958 (2020; expenditure of £22,517). This net income amount was after charging an additional £23,000 (2020; £38,000) in relation to the Trust's defined benefit pension scheme identified in the latest FRS102 actuarial valuation of the scheme.

Impact of the change in the actuarial valuation of the Trust's Local Government Pension Scheme

As well as the £23,000 of additional costs (2020; £38,000) incurred before the net income of £55,958 (2020; expenditure of £22,517), an additional £285,000 of actuarial losses (2020; an actuarial gain of £110,000) have been included after the net income figure as a result of the latest FRS102 actuarial valuation of the Local Government Pension Scheme (LGPS) defined benefit pension scheme.

Actuarial gains (or losses) reflect the extent to which the movements of the scheme's assets and liabilities over the accounting year have not been as assumed at the previous valuation date. They also reflect the effect on the liabilities of changes to the assumptions used to value them.

Asset returns have been positive over the year, the return on assets less interest in the year of £235,00 were significantly higher than in the previous year (2020; £111,000). Unlike in 2020, there were no other actuarial losses on the value of the Fund assets (2020; £8,000).

The key financial assumptions used to determine the defined benefit obligation are the discount rate linked to corporate bond yields and the rate of future inflation. The value of liabilities is calculated using a prescribed discount rate; that on AA rated Corporate Bonds at the valuation date. At the year end this rate was 2.00% compared to 2.35% a year earlier. The rate of future inflation is important as this is used to determine the rate of salary increases for active members of the scheme as well as the rate at which pensions are increased for other scheme members. At the year end, inflation as measured by the Retail Prices Index (RPI) was assumed to be 3.2% compared to 2.7% a year earlier. The impact of these changes is an actuarial loss of £541,000 compared to an actuarial gain of £202,000 a year earlier. In addition, there was an actuarial gain of £20,000 (2020; actuarial gain of £21,000) in relation to changes in the assumptions on life expectancy and an experience gain of £26,000 on the defined benefit obligation (2020; experience gain of £35,000).

As a result of the above changes to the defined benefit pension scheme's valuation, the Trust recorded a net negative movement in funds of £229,042 in 2021. This compared to a net positive movement in funds of £87,483 a year earlier.

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

Income

In 2021 income decreased to £3,243,634 from £4,278,005 in 2020. Of this income, £29,375 (2020; £nil) related to funding from the Coronavirus Job Retention Scheme. Other income not relating to charitable activities was £3,746 (2020; £9,959). Income from People related charitable activity decreased to £3,075,205 in 2021 from £4,116,115 in 2020. While still the Trust's biggest funder, income from the National Lottery fell by £489,578 from £2,815,679 in 2020 to £2,326,101 in 2021. Funding for the Building Better Opportunities programme fell in 2021 to £2,193,020 from £2,434,175 a year earlier due to reduced activity because of the pandemic. Funding also fell on our other two National Lottery funded programmes, Talent Match and (Re)Generation Factory, both of whose funding ended during the year. Also ending during the year was our participation in the Small Steps, Big Changes programme, which saw funding fall from £1,002,021 in 2020 to £429,789 in 2021. Places income of £135,308 in 2021 was down from £151,931 in 2020, primarily due to the impact of the pandemic on our programmes in the first half of the year.

Expenditure

In 2021 expenditure on charitable activities was £3,133,578 (2020; £4,220,940); this equated to just over ninety-eight percent of the Trust's total expenditure, the same as 2020. The Trust's two largest areas of expenditure are works costs and salaries. In 2021 these two areas of expenditure accounted for just under ninety-five percent of total expenditure, the same as in 2020. This decrease in expenditure to £3,133,578 is due to works costs decreasing significantly in the year, to £1,925,918 from £2,938,311 in 2020, primarily as a result of Building Better Opportunities and the Small Steps, Big Changes programmes. In the case of Building Better Opportunities, this was due to Yei activity on participants being curtailed by the ongoing pandemic restrictions; expenditure in 2021 fell to £2,193,020 from £2,434,175 a year earlier. Small Steps, Big Changes expenditure in 2021 fell because of GNGT's participation in the programme ended in August 2020 whereas the previous year's expenditure reflected a whole year's participation in the programme by the Trust. Salary costs of £1,094,140 (2020; £1,161,597) included a payment of £3,500 as settlement costs.

Expenditure on raising funds decreased significantly from £79,582 in 2020 to £54,098 in 2021 primarily due to lower salary costs.

Support costs (before reallocation) fell to £101,227 from £108,101 in 2020. Support cost salaries again fell year-on-year, falling to £82,393 in 2021 from £86,111 in 2020. Support costs equated to just over three percent of the Trust's total expenditure in 2021, marginally up on 2020. Key management personnel salaries of £123,716 were down compared to the previous year's cost (2020; £167,669) primarily due to a reduction in key management personnel by one full time member of staff.

Debtors

Trade debtors were £171,835 at the 31st March 2021 compared to £405,794 a year earlier. This improvement in outstanding debts was primarily the result of no longer delivering the Small Steps, Big Changes; at the 31st March 2020, Nottingham City Care, the funder of the programme, had owed £240,674 whereas at the 31st March 2021 there was no outstanding debt.

Included in the Trade Debtors figure is £48,422 owed to the Trust by its former sub-contractors on the Small Steps, Big Changes programme; The Toy Library and Home Start Nottingham. These amounts relate to advance funding paid to them for which no eligible expenditure has been evidenced and were due to be repaid once our participation in the programme ended on the 31st August 2020.

The bad debt of £4,005 provided at 31st March 2020 was expended in the year leaving no provisions at the year end.

Creditors

Grants received in advance and deferred grants were £170,700 at the 31st March 2021, significantly down on a year earlier when they were £555,282. This improvement was primarily the result of no longer receiving grants in advance of delivery on the Small Steps, Big Changes and Talent Match programmes. At the 31st March 2020 these two programmes had advance grants of £362,073 whereas there was none a year later.

Cash at Bank and in Hand

Total cash held at 31 March 2020 was £690,236 (2020; £855,571). Unrestricted cash was £507,858 at 31 March 2021 compared to £599,944 a year earlier. At the 31 March 2021 the Trust held restricted cash of £182,378 (2020; £255,627). As part of its arrangements to partners delivering the Building Better Opportunities programme, the Trust makes advance payments to them of up to a quarter's worth of expenditure. At 31 March 2021 this advanced funding amounted to £96,169 compared to £98,635 a year earlier.

Reserves

At the 31 March 2021 the Trust had negative reserves of £410,734 (2020: negative reserves of £181,692). Of these reserves minus £1,109,000 relates to the pension scheme liability (2020; minus £801,000).

Excluding the LGPS pension scheme liability, the Trust's reserves were £698,266 (2020; £619,308) at 31 March 2021. Of these, £479,838 were unrestricted reserves (2020: £521,848) of which £7,682 were designated (2020; £7,682) to enable the Trust to carry out remedial activity, should it be needed, on a completed project. Additionally, the Trust had £218,428 of non-pension related restricted reserves (2020: £97,460). Of these non-pension related restricted reserves, £93,660 (2020; £85,756) relates to surpluses on education and training activity which has been ring-fenced in accordance with HM Revenue & Customs' rules for maintaining the Trust's eligibility to treat education and training income as exempt from the need to charge Value Added Tax on it. The remainder of the restricted funds related to grant income which has been recognised in line with the practice set out in the Charities SORP for income recognition.

During the year the Trust's Board of Directors reviewed its Reserves Policy and identified their rational for holding reserves, which are unchanged from previous years, which is to provide three months cover for all staff salaries and cash overheads (i.e. excluding depreciation and other non-cash items) as well as covering all liabilities on outstanding contracts. In addition, they decided to continue providing a contingency of approximately £50,000 to guard the Trust against unforeseen risks including: taking professional advice in relation to governance and compliance matters; and safeguarding against contract risks. On the basis of next year's business plan three month's running costs equates to approximately £350,000 while the outstanding contract liabilities at the 1st April 2021 totalled approximately £80,000. Allowing £50,000 for contingencies would give a target reserves level of £480,000 compared to the current level of £479,838. In the coming year the Trust expects its reserves to reduce.

Liquidity

Excluding the long-term LGPS pension scheme liability, the Trust had net assets of £698,266 (2020; £619,308) at the year end.

After including the FRS102 valuation of the LGPS defined benefit pension scheme assets and liabilities on the Balance Sheet, the Trust's total liabilities exceeded its total assets. Because of the way this LGPS scheme is structured, this pension scheme liability can only be called-in in special circumstances, over which the Trust has control. As long as the Trust continues to operate and has actively contributing members (i.e. employees who are current members of the scheme and for whom contributions are actively being paid into the scheme), which it has, then the scheme's liability cannot be called-in.

While the Trust does have control over the circumstances whereby this long-term liability becomes payable, the scheme's administrators are compelled to address this liability and put in place a plan for the Trust to eliminate it over time. This is done as part of the triennial valuation of the Fund in accordance with the regulations governing the LGPS. In doing this, the actuaries must have regard to the desirability of maintaining as nearly constant a rate as possible and the requirement to secure the solvency of the pension fund and the long-term cost efficiency of the Scheme. The methodology adopted at the triennial valuation is slightly different from FRS102 and currently produces a valuation lower than the FRS102 valuation. As a result of the triennial valuation that took place at 31 March 2019, the Trust had to make an additional contribution in 2021 of £4,026 (2020; £4,091). This valuation requires the Trust to make additional contributions of: £4,173 in 2022; and £4,325 in 2023. Further payments are expected to be made in subsequent years although the exact amounts in those years will only be known following the relevant valuation taking place.

On an annual basis the Trust is confident that it can generate sufficient cash flow, in addition to that needed for its other commitments, to meet this obligation.

Investment Policy and Performance

The Trust utilises its current and deposit accounts in order to generate small levels of interest on the cash balances it holds. It does not have any managed investments. The Board of Directors' priority is to safeguard the funds it holds. It does this by, wherever possible, ensuring that any funding held by a financial institution is readily accessible and is fully protected by the Financial Services Compensation Scheme.

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

GNGT's Aims and Objectives are set out in its Memorandum and Articles of Association which are detailed at the beginning of this report.

The Board

The Trust is governed by a Board of unpaid Directors who are also the Trustees of the Charity. The Board are responsible for the overall governance of the Trust in accordance with Company and Charity Law. At the 31st March 2021, the Board had nine Directors.

In accordance with its Memorandum and Articles there are two types of Directors. Nominated Directors who are nominated to serve on the board by their member organisations or Co-opted Directors who are brought onto the board for their particular skills and experience through an open recruitment process. The Board is fully committed to the furtherance of the local communities that it serves.

All new Directors undergo an induction process to acquaint them with the Trust's Charitable Objects; policies and practise; aims and objectives; management and governance; and what is expected of them under legislation, with particular reference to Charity Commission guidance. Governance Training is provided, and all Directors are expected to commit to the Principles of Public Office.

The Board operates in an open and transparent manner, balancing opportunity against risk with the objective of ensuring the long-term sustainability of the Trust. It delegates certain powers in connection with the management and administration of the Trust as set out below. This is controlled by regular reporting back to the Board so that all decisions made under delegated powers can be ratified by the full Board in due course.

Committees of the Board

The Board has three sub-committees who work within parameters defined by their respective approved Terms of Reference. As directed by the Board, all Committees regularly report back to and provide recommendations to the Board. The overall purpose of each committee is set out below:

Audit and Finance Committee – to ensure that there is a framework for accountability; for examining and reviewing all systems and methods of control both financial and otherwise including risk analysis and risk management; and for ensuring the Trust is complying with all aspects of the law, relevant regulations and good practice. The Committee is supported by the Chief Financial Officer.

Human Resources Committee – to assist the Board in the discharge of their responsibilities for agreeing the staff plan, remunerating employees, reviewing HR systems and policies, ensuring that the Board has a full complement of members and ensuring the Trust is complying with all aspects of the law, relevant regulations and good practice. The Committee is supported by the Chief Financial Officer.

Compliance Committee – to assist the Board in the discharge of their compliance responsibilities which includes quality management, health & safety management and contract compliance and ensuring that the Trust is complying with all aspects of the law, relevant regulations and good practice. The Committee is supported by the by Head of Operations.

Chief Financial Officer

The Chief Financial Officer is responsible for the day to day management of the Trust's affairs and for implementing the policies agreed by the Board of Directors. The Chief Financial Officer is assisted by a small team of Senior Managers.

Statement of Directors' Responsibilities and Corporate Governance

Company and Charity law requires the Directors to be responsible for their Annual Report and for the preparation of the financial statements for each financial year which give a true and fair view of the state of affairs of the Trust and of the surplus or deficit of the Trust for that period.

In preparing those statements, the Directors have:

- Selected suitable accounting policies and then applied them consistently;
- Observed the methods and principles of the Charities Statement of Recommended Practice;
- Made judgements and estimates that are reasonable and prudent;
- Stated whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepared the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Directors have overall responsibility for ensuring that the Trust has an appropriate system of controls, financial or otherwise. They are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Trust and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Trust and, hence, for taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:

The Trust is operating efficiently and effectively;

- Its assets are safeguarded against unauthorised use or disposition and are properly applied; and
- The Trust complies with relevant laws and regulations.

Audit Information

Each director has taken steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information. The directors confirm that there is no relevant information that they know of and which they know the auditors are unaware of.

Corporate Governance

The Trust is committed to continuous improvement. Internal controls over all forms of commitment and expenditure continue to be improved. Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by both the executive management and the Board of Directors.

The systems of internal control are designed to provide reasonable but not absolute assurance against material misstatement or loss. They include:

- A strategic business plan and annual budget approved by the Directors;
- Regular consideration by the Directors of financial results, variances from budgets and benchmarking reviews;
- Restricted and unrestricted cost control;
- Delegation of day-to-day management authority and segregation of duties; and
- Identification and management of risks.

Risk Management

The Trust's Audit and Finance Committee provides, on behalf of the Board, a lead in assessing potential business risks facing the Trust. It works with the Senior Management team to minimise those risks. During the year, under the guidance of the Audit Committee, the Board was able to consider how the Trust might respond to identified risk.

In terms of overall risks, the biggest risk to the Trust continues to be the impact arising from the ongoing Covid pandemic.

The most immediate and dangerous risk from this pandemic is to the health of our staff, volunteers and beneficiaries, who because of the nature of our work usually engage in activity where contact with other people is the norm. Since the pandemic took hold in March 2020, the Trust has suspended most in-person activity, moving its operations to a 'remote' basis. This decision was made on the presumption that the safest location for our staff, volunteers, and beneficiaries to be during the pandemic was in their home. Following the government's easing of the first lockdown restrictions in June 2020, the Trust has gradually increased the amount of in-person activity it undertakes although at the current time staff have yet to return to regularly working in our offices. Where the Trust has decided that in-person activity can take place, a comprehensive risk assessment of the activities is undertaken which is discussed with the staff carrying out the activity and before carrying out the activity all the necessary safe working measures are implemented. Going forward, it is our intention to recommence other in-person activity when feasible although our approach continues to be one of caution, with in-person activity only recommencing where it is necessary.

In taking this 'remote' basis approach, the Trust has been lucky in that virtually all its funders have agreed to carry on funding us on the same basis as pre-Covid despite some of the outcomes no longer being achievable. The Trust is very grateful that our funders have been so understanding and generous. We are mindful, though, that without this generosity, the Trust's financial position would rapidly become unsustainable. Were the Trust's funders to decide that they could no longer fund the Trust as previously, the Trust has unrestricted cash to operate for about three months. If this situation were to unfold, the Trust would need to rapidly make most of its staff redundant in order to allow the Trust to re-organise its remaining operations in a sustainable manner.

Pandemic aside, in normal times, the Trust's biggest risk is the funding it seeks to fund its activity. This risk manifests itself in a number of ways:

- The changing face of the funding landscape, in particular the move by funders away from funding activity on a basis where the funding covers not only the costs of directly delivering the activity being funded but also an equitable share of organisation costs plus a contribution to reserves to one where the Trust is expected to subsidise the activity it undertakes. This might be sustainable for the small number of charities who can generate significant sums of unrestricted income but in the Trust's case without a

return to more generous forms of funding, continued funding on the current basis will eventually bankrupt the Trust;

- Coupled with this move away from funding that covers all costs on a fair basis is a lack of leadership across the charity sector, including Groundwork UK, regarding this situation which means that funding that only partially covers its true costs is becoming the new normal going forward. In particular, we are witnessing a significant increase in funding that offers a contribution towards overheads of only fifteen percent of the funded salary costs. At this level such funding is unsustainable.
- Alongside this changing funding regime, we are seeing a significant increase in non-charity third sector organisations competing for funding against us. Given the costs associated with complying with charity regulation, as a charity, Groundwork is at a disadvantage when competing for funding against these non-charity third sector organisations.
- Where the Trust is the lead organisation for a partnership of organisations, this increases the reputational and financial exposure of the Trust for other organisations lax probity;
- The need to ensure that funding is secured from a variety of sources to minimise the reliance on any one funder or any single award of funding;
- The cost incurred in developing bids and securing funding from multiple sources in a highly competitive market; and
- The need for unrestricted income to offset the above risks where they are not fully eliminated in secured funding.

Outside of the risks associated with securing income, the Trust recognises that the following major risks exist:

- In terms of its people, where because of its size there is a danger that key skills and knowledge are held by a single person;
- In terms of its systems, where a key part of the Trust's success is based upon its systems which if disrupted would have a significant ability on the Trust to operate; and
- The liability on its defined benefit pension scheme.

In recognising the above risks, the Trust's Directors and Senior Management have put in place actions to mitigate against these risks as well as regular review of both the risks and mitigating actions.

Training and Communications

The Trust recognises the value of its people and is committed to the training and career development of all employees.

Employees are kept fully informed of (and contribute to) development of strategy, objectives and delivery of stretching targets as well as news of day to day activities and events. Regular information about the organisation is available through various methods. All employees are encouraged to contribute their suggestions for improving the organisation.

The Trust has comprehensive Human Resources policies and procedures, with particular attention paid to Health, Safety and Welfare. The Trust supports equal opportunities and diversity and has a policy of recruitment and promotion at all levels on the basis of aptitude and ability.

The Trust Health, Safety and Welfare policy, supported by the staff training plan, sets out minimum standards of Health and Safety training for all staff. This includes Health and Safety Overview, Risk Assessment, Manual Handling and Fire Training components. The policy is reviewed regularly in order to ensure compliance with latest guidance.

The Trust has an approved Equality and Diversity Policy. Staff and subcontractors are expected not to discriminate on the grounds of race, gender, ethnicity, nationality, religious belief, disability, and marital status, and sexual orientation, responsibilities for dependants or unrelated criminal convictions. Induction training and supplementary consideration, within the context of Trust meetings, provides a vehicle for ensuring that diversity is valued by all staff. Diversity training forms a compulsory element of the Trust's induction programme, ensuring that all staff are appropriately informed and act accordingly. The Trust is committed to ensuring that both equal opportunity and diversity agendas are reflected in all of its activities. The Trust has an Equality and Diversity Working Group, whose membership is made up of a cross-section of staff across the organisation. They meet on a regular basis to support the Trust in ensuring that equality and diversity is reflected in its internal policies and external programmes.

Pensions

All employees are encouraged to join the Trust's pension scheme. For those who joined the Trust after April 2008 this is a money purchase scheme provided through AEGON Scottish Equitable and is a federation-wide scheme arranged by The Groundwork Federation.

Prior to this date, employees were eligible to join a defined benefit scheme provided by Nottinghamshire County Council. This scheme was closed to new employees following detailed consideration by the Board who concluded that on the grounds of affordability, and in order to enable better forward planning, the scheme should no longer be offered to new staff.

Wendy Golland
(Chair)
Date: 13-12-21

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

COMPOSITION OF THE BOARD

Wendy Golland (Chair)
Roscoe Fernandes (Deputy Chair)
Cllr Jim Creamer
Cllr Ron Hetherington
Cllr Sally Longford
Mike Hill
Steve Carr
Carol Angharad
Margot Madin

COMPOSITION OF BOARD COMMITTEES (as at 31st March 2019)

Audit & Finance Committee
Mike Hill (Chair)
Margot Madin
Wendy Golland

Human Resources
Roscoe Fernandes (Chair)
Wendy Golland
Sally Longford

Compliance
Ron Hetherington (Chair)
Jim Creamer
Wendy Golland

GREATER NOTTINGHAM GROUNDWORK TRUST
CHARITY INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021

ADVISERS TO THE BOARD (as at 31 March 2021)

Executive Officers:

Chief Financial Officer	Phillip Shaw
Head of Environment and Communities	Jo Phelan
Head of Operations	Claire Hale
Company Secretary	Position currently vacant

Solicitors
Browne Jacobson
44 Castle Gate
Nottingham NG1 6EA

Insurance Adviser
Cooke and Mason plc
Crown House, West Carr Road
Retford DN22 7SW

External Auditor
PKF Smith Cooper Audit Limited
2 Lace Market Square
Nottingham
NG1 1PB

Value Added Tax Adviser
County VAT Consultancy
Pippin Cottage
Broadlane
Bishampton
Worcestershire
WR10 2LY

Health and Safety Adviser
Sigerson Associates Ltd
Rossington Business Park
West Carr Road
Notts DN22 7SW

Employment Lawyer
Gunnercooke LLP
1 Cornhill
London
EC3V 3ND

Bankers
National Westminster
Nottingham Smiths Branch
Nottingham

Lloyds TSB
St James Street
Nottingham

Barclays
Sir Frank Whittle Road
Derby

HSBC
Long Row
Nottingham

Virgin Money
Jubilee House
Gosforth
Newcastle Upon Tyne NE3

Yorkshire Bank
Lock House
Castle Meadow Road
Nottingham

AUDITORS' REPORT

We have audited the financial statements of Greater Nottingham Groundwork Trust (the 'charity') for the year ended 31 March 2021 set out on pages 30 to 55. 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 charity's affairs as at 31 March 2021 and of its incoming resources and application of resources 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 and the Charities Act 2011.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) 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 group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, 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 (UK) require us to report to you where:

- the Trustees' 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 charity'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.

OTHER INFORMATION

The Trustees are responsible for the other information. 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 we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- 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 directors' 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 financial statements which 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

AUDITORS' 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 (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.
We identified that the principal risk of fraud or non-compliance with laws and regulations related to:

- management bias in respect of accounting estimates and judgements made;
- management override of control;
- posting of unusual journals or transactions.

We focused on those areas that could give rise to a material misstatement in the Charity financial statements.

Our procedures included, but were not limited to:

- Enquiry of management and those charged with governance around actual and potential litigation and claims, including instances of non-compliance with laws and regulations and fraud;
- Reviewing minutes of meetings of those charged with governance where available;
- Reviewing legal expenditure in the year to identify instances of non-compliance with laws and regulations and fraud;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

It is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's Trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose.

GREATER NOTTINGHAM GROUNDWORK TRUST
INDEPENDENT AUDITORS' REPORT

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

PKF Smith Cooper Audit Limited

Sarah Flear (Senior statutory auditor)
for and on behalf of
PKF Smith Cooper Audit Limited
Chartered Accountants & Statutory Auditor
2 Lace Market Square
Nottingham
NG1 1PB
Date: 15/12/21

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

STATEMENT OF FINANCIAL ACTIVITIES

(INCLUDING SUMMARY INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Income and endowments							
Donations and legacies	2	-	29,375	29,375	1,500	-	1,500
Charitable Activities - People	5	-	3,075,205	3,075,205	11,061	4,105,054	4,116,115
Charitable Activities - Places	5	-	135,308	135,308	-	151,931	151,931
Other trading activities	3	1,546	-	1,546	5,972	-	5,972
Investment Income	4	2,200	-	2,200	2,487	-	2,487
TOTAL		**3,746**	**3,239,888**	**3,243,634**	**21,020**	**4,256,985**	**4,278,005**
Expenditure on:							
Raising funds	6	-	54,098	54,098	-	79,582	79,582
Charitable Activities - People		-	3,016,421	3,016,421	-	4,027,551	4,027,551
Charitable Activities - Places		-	117,157	117,157	-	193,389	193,389
TOTAL	8	-	3,187,676	3,187,676	-	4,300,522	4,300,522
NET INCOME / (EXPENDITURE)	7	**3,746**	**52,212**	**55,958**	**21,020**	**(43,537)**	**(22,517)**
Transfers between funds		(45,756)	45,756	-	(24,371)	24,371	-
TOTAL BEFORE OTHER RECOGNISED GAINS / (LOSSES)		**(42,010)**	**97,968**	**55,958**	**(3,351)**	**(19,166)**	**(22,517)**

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

STATEMENT OF FINANCIAL ACTIVITIES

(INCLUDING SUMMARY INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2021

	Note	Unrestricted Funds	Restricted Funds	Total 2021	Unrestricted Funds	Restricted Funds	Total 2020
		£	£	£	£	£	£
TOTAL BEFORE OTHER RECOGNISED GAINS / (LOSSES)		**(42,010)**	**97,968**	**55,958**	**(3,351)**	**(19,166)**	**(22,517)**
Other recognised gains / (losses):							
Actuarial Gains and Losses in Defined Benefit Pension Scheme		-	(285,000)	(285,000)	-	110,000	110,000
NET MOVEMENT IN FUNDS		**(42,010)**	**(187,032)**	**(229,042)**	**(3,351)**	**90,834**	**87,483**
Reconciliation of funds:							
Fund balances brought forward		**521,848**	**(703,540)**	**(181,692)**	**525,199**	**(794,374)**	**(269,175)**
Fund balances carried forward		479,838	(890,572)	(410,734)	521,848	(703,540)	(181,692)

All of the above results are derived from continuing activities. All gains and losses recognised in the year are included above. Note 14 details changes in resources applied for fixed assets for charity use.

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

COMPANY NUMBER: 02556957

BALANCE SHEET AS AT 31 MARCH 2021

	Note	£	2021 £	£	2020 £
FIXED ASSETS					
Tangible Assets	**14**		12,585		17,821
CURRENT ASSETS					
Debtors	**15**	292,047		492,563	
Cash at Bank and in Hand		690,236		855,571	
		982,283		1,348,134	
CREDITORS: Amounts falling due within one year	**16**	(296,602)		(742,642)	
NET CURRENT ASSETS			685,681		605,492
PROVISIONS: For liabilities and charges	**17**		-		(4,005)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			698,266		619,308
Defined benefit pension scheme liability	**11**		(1,109,000)		(801,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES	**19**		(410,734)		(181,692)
FUNDS					
Unrestricted Funds – general		472,156		514,167	
Unrestricted Funds – designated		7,682		7,682	
Total Unrestricted Funds	**19**		479,838		521,848
Restricted Funds excluding pension liability		218,428		97,460	
Pension Reserve		(1,109,000)		(801,000)	
Total Restricted Funds	**19**		(890,572)		(703,540)
TOTAL FUNDS	**19**		(410,734)		(181,692)

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

COMPANY NUMBER: 02556957

BALANCE SHEET AS AT 31 MARCH 2021

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements were approved by the Board and signed on its behalf by:

W Golland
Director
Date: 13.12.21

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	Total 2020 £
CASH FLOWS FROM OPERATING ACTIVITIES							
Net cash provided by / (used in) operating activities	**22**	**(92,492)**	**(73,249)**	**(165,741)**	**5,462**	**26,815**	**32,277**
CASH FLOWS FROM INVESTING ACTIVITIES							
Dividends, interest and rents from investments		2,200	-	2,200	2,487	-	2,487
Purchase of property, plant and equipment		(1,794)	-	(1,794)	(18,000)	-	(18,000)
Net cash provided by / (used in) investing activities		**406**	**-**	**406**	**(15,513)**	**-**	**(15,513)**
Increase / (decrease) in cash and cash equivalents in the year		**(92,086)**	**(73,249)**	**(165,335)**	**(10,051)**	**26,815**	**(16,764)**
Cash and cash equivalents at the 1st April 2020		599,944	255,627	855,571	609,995	228,812	838,807
Cash and cash equivalents at the 31st March 2021	**23**	**507,858**	**182,378**	**690,236**	**599,944**	**255,627**	**855,571**

1. ACCOUNTING POLICIES

Basis of Accounting

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year, and also have been consistently applied within the same financial statements.

Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102 published 16th July 2014 and the Charities Act 2011 and applicable regulations.

Greater Nottingham Groundwork Trust Limited meets the definition of a public benefit entity under FRS 102.

The principal office address is detailed on the cover page of these financial statements.

The financial statements are prepared in Sterling which is the functional currency of the company.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Basis of preparation of the financial statements and going concern

The financial statements have been prepared on a going concern basis under the historical cost convention. As in prior years the Trust's future existence is dependent upon the continuation of current and future projects and services, and on the support of grant aiding bodies, local authorities and other organisations. At the time of signing these accounts, the Trust is exploring bids for a number of grants, current grant income is projected to be receivable up until June 2023, and the Trust has ongoing service contracts for landscape and environmental work. We are recruiting a new Chief Executive Officer who will focus on securing new sources of funding, strengthening our networks and establishing new partnerships.

As a result of the national lockdown imposed due to the Covid-19 pandemic, the Trust required staff to work from home, and during the year ended 31 March 2021, a number of projects were curtailed which impacted the financial results for the year. However, the senior management team and staff quickly established new, safe ways of working with our clients and beneficiaries.

Recognising the uncertainty of COVID-19 and its short, medium and long-term impact on activities. The Board and senior management team have worked hard to develop a range of short and medium-term plans, but the key focus has been on extensive business planning for the 2021-2022 financial year and the following two years. Over the course of the last year, we have successfully secured funding through Groundwork UK to deliver Green Doctor activity on behalf of the Cadent Foundation and deliver environmental improvements in Derbyshire using Green Recovery Challenge Funding. Our work for Tesco and Comic Relief have also been renewed, as have all our local authority partnerships delivering environmental and volunteering activity across

Derbyshire and Nottinghamshire. Additionally, we entered a new partnership with the Co-operative delivering green space improvements in Leicestershire.

During successive lockdowns a decision was taken to terminate the lease of our main office, Tennyson Hall, and other cost savings were made. Our senior management team and staff have striven to ensure that we are in the best position possible as we emerge from the pandemic into "the new normal", and will continue to do so.

Whilst the Directors acknowledge the net liability position reported of £410,734, on the basis of the above, the Director's consider it appropriate to prepare the financial statements on a going concern basis.

Fund Accounting

General Funds are unrestricted funds which are available for use at the discretion of the directors in furtherance of the general objective of the Trust and which have not been designated for other purposes.

Restricted funds are funds subject to specific restrictive conditions imposed by funders or by the purpose of a grant. Where permitted by the funder's conditions surpluses made on restricted funding are available to transfer to unrestricted funds otherwise they are taken to restricted reserves and treated in accordance with the funder's wishes. The costs of raising, governing and administrating such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

All income and expenditure is shown in the Statement of Financial Activities.

Income

Donations, gifts and legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, sufficient certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the Trust has unconditional entitlement.

Activities for generating funding and investment income are recognised on a receivable basis.

Incoming resources from charitable activities include grants for the specific provision of goods and services to be provided as part of the Trust's charitable activities to its beneficiaries. Upon invoicing, these resources are held in deferred income until the Trust is entitled to the income which is usually when the income has been earned. Income is earned as follows:

- Where measurable stages of work have been completed, income is recognised to the value of the completed work.
- Where measurable outputs are specified as a condition of the grant, income is recognised on the basis of the proportion of the outputs completed compared to the total outputs to be delivered.

- Where outputs are specified as a condition of the grant, but are not readily measurable, income is recognised on the basis of the staff time needed to deliver those outputs. Here income is recognised on the basis of the proportion of the staff time incurred to date compared to the total staff time necessary to deliver the outputs.
- Where the right to income does not arise until the occurrence of a critical event, income is not recognised until that event occurs.
- Where the grant allows for the Trust to make a surplus, the surplus is recognised in line with the proportion of the project completed.

Gifts in Kind

Gifts in kind are valued in the financial statements where an actual value can be ascribed to them.

Resources Expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

Costs of generating funds comprises of the costs associated with attracting voluntary income and the costs incurred in developing trading activities to raise funds that will be used for the furtherance of the Trust's charitable purpose.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

Government Grants

Grants that relate to specific capital expenditure are taken as income in the year they are received with any surplus being held as a restricted reserve. Over the life of the asset, the cost of depreciation is taken as expenditure through the income and expenditure account and ultimately charged against the restricted reserve.

Depreciation

Depreciation is calculated so as to write off the cost of tangible fixed assets (less estimated residual value) in equal annual instalments over their useful lives as follows:

Computer Equipment	33.3%	Straight line basis
Fixtures and Fittings	20%	Straight line basis
Motor Vehicles	20%	Straight line basis

Leasing Commitments

Operating lease rentals are charged to the profit and loss account.

Provisions

Provisions are provided on the following basis:

- Dilapidations relate to premises rented by the Trust. They are provided in line with the maintenance and/or repair obligations stipulated in the rental agreement. The value to be provided is on the basis of a fully-costed schedule of the work to be undertaken.
- Redundancies relate to payments to be made to employees whose roles have been identified as redundant in the current financial year but whose role will not become redundant until a future financial year. Provision is only made when: redundant roles have been identified; the Trust's Board has approved that these roles are redundant; and the staff whose roles will become redundant have been informed that their role will become redundant.

Pensions

The company participates in two pension schemes.

1. Defined Contribution Pension Scheme

The Groundwork Federation Scheme is a money purchase scheme arranged by Groundwork UK with AEGON Scottish Equitable. Contributions to the scheme are charged against profits as they are paid and the only liability in respect of this scheme is any unpaid contributions at the year end.

2. Defined Benefit Scheme

Retirement benefits to some employees of the Trust are provided by the Local Government Pension Scheme (LGPS). The company is an admitted body of the LGPS, admitted by Nottinghamshire County Council.

The LGPS is a defined benefit funded scheme and the assets are held separately from those of the Company in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

The pension charge for the defined benefits pension scheme is based on a full actuarial valuation dated 31 March 2021.

Irrecoverable Value Added Tax (VAT)

The company is registered for VAT; because of the mixed nature of the supplies it makes, however, it has irrecoverable VAT arising due to partial exemption, which is included within resources expended.

2. DONATIONS AND LEGACIES

Donations and legacies can be analysed as being received from the following sources: -

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	**Total 2021 £**	**Total 2020 £**
Grants for core funding	-	-	-	1,500
Coronavirus Job Retention Scheme	-	29,375	29,375	-
	-	29,375	29,375	1,500
Total 2020	-	1,500	1,500	

3. OTHER TRADING ACTIVITIES

Other Trading Activities can be analysed as being received from the following sources: -

	Unrestricted Funds 2021 £	**Total 2021 £**	**Total 2020 £**
Other	1,546	1,546	5,972
	1,546	1,546	5,972
Total 2020	*5,972*	5,972	

4. INVESTMENT INCOME

Investments can be analysed as being received from the following sources: -

	Unrestricted Funds 2021 £	**Total 2021 £**	**Total 2020 £**
Interest received	2,200	2,200	2,487
	2,200	2,200	2,487
Total 2020	*2,487*	2,487	

5. CHARITABLE ACTIVITIES

Income from charitable activities can be analysed as being received from the following sources: -

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	**Total 2021 £**	**Total 2020 £**
Local Government	-	283,981	283,981	274,300
National Lottery	-	2,326,101	2,326,101	2,815,679
Other Public Sector	-	429,789	429,789	1,003,083
Voluntary Sector	-	-	-	57,233
Private Sector	-	158,475	158,475	88,961
Landfill Tax	-	-	-	-
Other income	-	12,167	12,167	28,790
	-	3,210,513	3,210,513	4,268,046
Total 2020	11,061	4,256,985	4,268,046	

6. RAISING FUNDS

Costs of raising funds can be analysed into the following activities: -

	Restricted Funds 2021 £	**Total 2021 £**	**Total 2020 £**
Generating voluntary income	54,098	54,098	79,582
	54,098	54,098	79,582
Total 2020	79,582	79,582	

7. NET RESOURCES EXPENDED BEFORE TRANSFERS

	2021 £	**2020 £**
Net outgoing resources before transfers is after charging:		
Depreciation of owned assets	7,030	8,544
Auditors' remuneration	6,450	6,050
Operating lease payments - Leasehold property	51,076	36,297
Directors' expenses	-	366

8. TOTAL RESOURCES EXPENDED

	Costs of Generating Funds £	People £	Places £	Support Costs £	Governance £	Total 2021 £	Total 2020 £
Costs directly allocated to activities							
Salaries	45,774	849,121	84,810	82,393	32,042	1,094,140	1,161,597
Works and incidental costs	-	1,925,076	842	-	-	1,925,918	2,938,311
Travel and motor expenses	-	-	7,364	-	-	7,364	13,127
Professional Fees	-	-	-	9,115	6,450	15,565	20,072
Bad debts provided for	-	-	-	-	-	-	4,005
Other direct costs	-	-	-	2,509	-	2,509	-
Other costs allocated to activities							
Office costs	1,182	34,398	3,429	2,126	828	41,963	49,986
Insurance	392	11,408	1,137	706	274	13,917	12,901
Depreciation	198	5,764	574	356	139	7,031	8,544
Printing, postage and stationery	60	1,764	176	110	42	2,152	2,561
Information technology	633	18,406	1,833	1,139	443	22,454	23,219
Recruitment	22	641	64	40	15	782	810
Training	21	622	62	39	15	759	3,567
Travel	2	67	7	4	2	82	2,240
Bank charges and other finance income	558	16,244	1,619	1,004	391	19,816	21,959
Equipment rental	20	593	59	38	14	724	712
Groundwork UK Membership Fee	254	7,377	735	457	177	9,000	6,700
Irrecoverable VAT on overheads	358	10,413	1,038	644	250	12,703	18,304
Sundry expenses	305	8,850	883	547	212	10,797	11,907
	49,779	2,890,744	104,632	101,227	41,294	3,187,676	4,300,522
Allocation of governance costs	1,251	36,414	3,629	-	-41,294	-	-
Allocation of support costs	3,068	89,263	8,896	-101,227	-	-	-
	54,098	3,016,421	117,157	-	-	3,187,676	4,300,522

Other costs allocated to activities are allocated on the basis of average headcount. Support costs of £101,227 relate to restricted funds (2020: £108,101, all restricted funds)

9. EMPLOYMENT COSTS

	2021	2020
	£	£
Salaries	956,244	999,760
Social Security costs	76,082	80,031
Pension costs	61,814	81,806
	1,094,140	1,161,597

In 2021 no employees received emoluments (excluding pension contributions) of over £60,000 per annum (2020: none).

Total contributions under defined contribution schemes on behalf of these higher paid employees were £nil (2020 - £nil). At the year-end retirement benefits were accruing to no (2020 – none) higher paid employees under defined benefit scheme.

Key management personnel were paid a total of £123,716 (2020: £167,669).

The average number of persons employed by the company (excluding non-executive directors) during the year was:

	2021	2020
People	28	28
Places	5	5
Generating funds	1	1
Support and governance	7	8
	41	42

10. OTHER FINANCE INCOME

	2021 £	2020 £
Net interest on the defined liability (asset)	(19,000)	(21,000)
	(19,000)	(21,000)

11. PENSION SCHEMES

Employees of the company are eligible for membership of either a defined contribution pension scheme or a defined benefit pension scheme.

Defined Contribution Pension Scheme

The Groundwork Federation Scheme is a money purchase scheme; its assets are held in a separately administered fund. Contributions are made by employees at a minimum rate of 3% of salary. Employer contributions are made at the rate of 3% where an employee contributes up to 4.5% of their salary (2020 – up to 4.5%). Where an employee contributes at least 4.5% of their salary, the employer contribution is 5.0% of salary (2020 - 5%). At 31 March 2021 £5,965 (2020 - £7,785) was outstanding in relation to these transactions and the Income and Expenditure charge for the year was £74,016 (2020 - £50,200).

Defined Benefit Pension Scheme

The Nottinghamshire County Council Pension Scheme is a defined benefit scheme; its assets are held in a separately administered fund. Contributions are made by employees at the rate of between 5% and 12.5% of salary. Employer contributions are made at the rate of 20.2% of salary (2020 – 16.5%) with a monthly payment of £335 (2020 - £342) in addition to the contributions based on salary. Additionally, under the FRS102 actuarial valuation of the scheme at year end an extra £4,000 of employer contributions were identified as being necessary (2020 - £17,000). At 31 March 2020 £1,647 (2020 - £1,378) was outstanding in relation to these transactions and the Income and Expenditure charge for the year was £20,651 (2020 - £10,545).

The amounts recognised in the balance sheet are as follows:

	2021 £	2020 £
Present value of funded obligations	(2,397,000)	(1,902,000)
Fair value of scheme assets	1,288,000	1,101,000
Net liability	(1,109,000)	(801,000)

The amounts recognised in the Statement of Financial Activities are as follows:

	2021	2020
	£	£
Service cost	(21,000)	(32,000)
Net interest on the defined liability (asset)	(19,000)	(21,000)
	(40,000)	(53,000)
Actual return on scheme assets	235,000	111,000

Movements in the present value of the defined benefit obligation were as follows:

	2021	2020
	£	£
Opening defined benefit obligation	1,902,000	2,088,000
Current service cost	21,000	24,000
Interest cost	44,000	50,000
Contributions by scheme participants	4,000	4,000
Change in financial assumptions	541,000	(202,000)
Change in demographic assumptions	(20,000)	(21,000)
Experience loss / (gain) on defined benefit obligation	(26,000)	(35,000)
Benefits paid	(69,000)	(14,000)
Past service costs, including curtailments	-	8,000
Closing defined benefit obligation	2,397,000	1,902,000

Changes in the fair value of scheme assets were as follows:

	2021	2020
	£	£
Opening fair value of scheme assets	1,101,000	1,215,000
Interest on assets	25,000	29,000
Return on assets less interest	210,000	(140,000)
Other actuarial gains (losses)	-	(8)
Contributions by employer	17,000	15,000
Contributions by scheme participants	4,000	4,000
Benefits paid	(69,000)	(14,000)
Closing fair value of scheme assets	1,288,000	1,101,000

The cumulative amount of actuarial losses recognised in the Statement of Financial Activities was £501,000 (2020 - £216,000).

The company expects to contribute £16,000 to its defined benefit pension scheme in 2022.

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	2021	2020
Equities	64%	64%
Gilts	4%	3%
Other bonds	7%	9%
Property	11%	13%
Cash	5%	2%
Inflation-linked pool fund	4%	4%
Infrastructure	5%	5%
Total	100%	100%

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	2021	2020
Discount rate	2.00%	2.35%
Future salary increases	3.85%	2.90%
Future pension increases	2.85%	1.90%
RPI increases	3.20%	2.70%
CPI increases	2.85%	1.90%

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	2021	2020
Retiring today		
Males	21.6	21.8
Females	24.3	24.4
Retiring in 20 years		
Males	22.9	23.2
Females	25.7	25.8

Amounts for the current and previous period are as follows:

Defined benefit pension schemes

	2021 £	2020 £
Defined benefit obligation	(2,397,000)	(1,902,000)
Scheme assets	1,288,000	1,101,000
Deficit	(1,109,000)	(801,000)

12. DIRECTORS' REMUNERATION, EXPENSES AND RELATED PARTY TRANSACTIONS

The directors were not remunerated for any services in the current or prior year.

During the year one director incurred travel costs totalling nil (2020 - one director at a cost of £366).

13. TAXATION

The company is a registered charity and as such is exempt from corporation tax.

14. FIXED ASSETS

	Computer equipment £	Office fixtures and fittings £	Motor vehicles £	Total £
COST				
At 1 April 2020	50,760	13,919	18,000	82,679
Additions	1,794	-	-	1,794
Disposals	-	-	-	-
At 31 March 2021	52,554	13,919	18,000	84,173
DEPRECIATION				
At 31 March 2020	49,099	12,892	2,867	64,858
Charge for the year	1,518	712	4,800	7,030
Elimination on disposal	-	-	-	-
At 31 March 2021	50,617	13,604	7,667	71,888
NET BOOK VALUE				
At 31 March 2021	1,937	315	10,333	12,585
At 1 April 2020	1,661	1,027	15,133	17,821

All fixed assets are used for direct charitable purposes.

At 31st March 2021 the company had no capital commitments which were authorised and contracted for (2020 - £nil).

15. DEBTORS

	2021 £	2020 £
Trade debtors	171,835	405,794
Amounts owed by Groundwork UK	20,647	-
and other Groundwork Trusts	-	37,836
Accrued income	73,111	23,820
Prepayments	26,455	24,765
Other debtors	-	348
	292,047	492,563

16. CREDITORS: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	56,901	95,347
Other taxes and social security	26,548	47,366
Grants received in advance and deferred grants	170,700	555,282
Other creditors	30,801	32,353
Accruals	11,652	12,294
	296,602	742,642

17. PROVISIONS FOR LIABILITIES AND CHARGES

	Provision for Bad Debt	Provision for Redundancy £	Total Provisions £
At 1 April 2020	4,005	-	4,005
Provided for during the year	-	-	-
Utilised during the year	(4,005)	-	(4,005)
Unutilised provisions released during the year	-	-	-
At 31 March 2021	-	-	-

18. OBLIGATIONS UNDER OPERATING LEASES

At 31st March 2021 the company had future minimum lease payments under non-cancellable operating leases as follows:

	Land & Buildings		Other	
	2021	2020	2021	2020
	£	£	£	
Under 1 year	24,919	25,843	684	684
Expiring between 2 and 5 years	21,036	35,060	2,394	3,078
Over 5 years	-	-	-	-
	45,955	60,903	3,078	3,762

19. ANALYSIS OF ASSETS AND LIABILITIES BETWEEN FUNDS

CURRENT YEAR

	Restricted Funds	Unrestricted Funds	Total 2021	Total 2020
	£	£	£	£
Tangible Assets	-	12,585	12,585	17,821
Current Assets excluding bank and cash in hand	183,248	108,799	292,047	492,563
Cash at bank and in hand	182,378	507,858	690,236	855,571
Creditors: amounts falling due within one year	(147,198)	(149,404)	(296,602)	(742,642)
Provisions for liabilities and charges	-	-	-	(4,005)
Defined benefit pension scheme liability	(1,109,000)		- (1,109,000)	(801,000)
	(890,572)	479,838	(410,734)	(181,692)

PRIOR YEAR

	Restricted Funds £	Unrestricted Funds £	Total 2020 £	Total 2019 £
Tangible Assets	-	17,821	17,821	8,365
Current Assets excluding bank and cash in hand	370,703	121,860	492,563	236,451
Cash at bank and in hand	257,370	598,201	855,571	838,807
Creditors: amounts falling due within one year	(530,613)	(212,029)	(742,642)	(478,786)
Provisions for liabilities and charges	-	(4,005)	(4,005)	(1,012)
Defined benefit pension scheme liability	(801,000)	-	(801,000)	(873,000)
	(703,540)	521,848	(181,692)	(269,175)

20. SHARE CAPITAL

The company is limited by guarantee with no share capital. The equity in the company is owned by the members, each of whom has undertaken to contribute such amount not exceeding £1 as may be required under certain circumstances. At 31 March 2021 there were 4 members (2020 - 4).

21. ANALYSIS OF MOVEMENT OF FUNDS

CURRENT YEAR

	Balance 1.4.2020	Net resources (expended)	Transfers between funds	Actuarial gains and losses	Balance 31.3.2021
	£	£	£	£	£
Restricted funds excluding pension liability	97,460	75,212	45,756	-	218,428
Pension reserve	(801,000)	(23,000)	-	(285,000)	(1,109,000)
Unrestricted funds	521,848	3,744	(45,756)	-	479,838
	(181,692)	55,956	-	(285,000)	(410,734)

PRIOR YEAR

	Balance 1.4.2019	Net resources (expended)	Transfers between funds	Actuarial gains and losses	Balance 31.3.2020
	£	£	£	£	£
Restricted funds excluding pension liability	78,626	(5,537)	24,371	-	97,460
Pension reserve	(873,000)	(38,000)	-	110,000	(801,000)
Unrestricted funds	525,199	21,020	(24,371)	-	521,848
	(269,175)	(22,517)	-	110,000	(181,692)

Incoming resources include amounts provided for running costs of the Trust. In the opinion of the directors this is appropriately disclosed as a transfer from restricted funds to cover the management costs of the Trust, which are charged out on projects.

22 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Net movement in funds for the reporting period	**(42,010)**	**(187,032)**	**(229,042)**	**(3,351)**	**90,834**	**87,483**
Adjustments for:						
Depreciation charges	7,031	-	7,031	8,544	-	8,544
Non-cash Pension charges	-	308,000	308,000	-	(72,000)	(72,000)
Dividends, interest and rents from investments	(2,200)	-	(2,200)	(2,487)	-	(2,487)
(Increase) / decrease in debtors	9,192	191,324	200,516	(43,319)	(212,793)	(256,112)
Increase / (decrease) in creditors	(60,500)	(385,541)	(446,041)	43,082	220,774	263,856
Increase / (decrease) in provisions	(4,005)	-	(4,005)	2,993	-	2,993
Net cash provided by / (used in) operating activities	**(92,492)**	**(73,249)**	**(165,741)**	**5,462**	**26,815**	**32,277**

23 ANALYSIS OF CASH AND CASH EQUIVALENTS

Cash at bank and in hand	507,858	182,378	690,236	599,944	255,627	855,571
Total cash and cash equivalents	**507,858**	**182,378**	**690,236**	**599,944**	**255,627**	**855,571**

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

ADDITIONAL DISCLOSURES REQUIRED BY FUNDERS

FOR THE YEAR ENDED 31 MARCH 2021

The grants shown below are required by the donor to be individually disclosed.

	Cash Held/ (Due) at 1 April 2020 £	Cash Received/ (Returned) £	Cash Expended £	Cash Held/ (Due) at 31 March 2021 £
NATIONAL LOTTERY				
The National Lottery Community Funds				
Grant from Talent Match				
Talent Match (Young & Successful)	106,503	-	(106,503)	-
	106,503	-	(106,503)	-
Grant from Building Better Opportunities				
D2N2/1/3 – Towards Work People First – Programme	64,062	2,205,026	(2,193,020)	76,068
	64,062	2,205,026	(2,193,020)	76,068
Grant from Building Connections				
(Re)Generation Factory	(1,404)	27,983	(26,579)	-
	(1,404)	27,983	(26,579)	-

GREATER NOTTINGHAM GROUNDWORK TRUST LIMITED

ADDITIONAL DISCLOSURES REQUIRED BY FUNDERS

FOR THE YEAR ENDED 31 MARCH 2021

	Cash Held/ (Due) at 1 April 2020 £	Cash Received/ (Returned) £	Cash Expended £	Cash Held/ (Due) at 31 March 2021
NOTTINGHAM CITY COUNCIL				
Area Based Grant	63,998	209,739	(214,074)	59,663
Youth Employment Initiative	(2,178)	333,408	(326,134)	(5,096)
	61,820	543,147	(540,208)	54,567
OTHER FUNDING				
The Youth Endowment Fund	31,973	17,997	(49,970)	-
	31,973	17,997	(49,970)	-