

GLOUCESTERSHIRE RURAL COMMUNITY COUNCIL
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

GLoucestershire Rural Community Council

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr Charles Coats - Chair Mrs Sally Lewis - Vice Chair Mr Duncan McGaw Mr Roger Godwin Mr Robert Lloyd-Smith Mrs Jasneet Sethi
Charity number	1054282
Company number	03181755
Registered office	Community House 15 College Green Gloucester GL1 2LZ
Auditor	Griffiths Marshall 4th Floor Llanthony Warehouse The Docks Gloucester GL1 2EH
Bankers	The Co-operative Bank plc 14 Broadmead Bristol BS1 3HH
Solicitors	Veale Wasbrough Vizards LLP Narrow Quay House Narrow Quay Bristol BS1 4QA

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

The Trustees present their report and financial statements for the year ended 31 March 2024. The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's governing document, the Companies Act 2006, and "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)".

Public Benefit Statement

In line with GRCC's Mission Statement, all activities focus on our vision of active communities shaping their own futures. This is achieved through direct work with communities, our local knowledge, networks, professional services, and our influencing role. The business plan strategic objectives form the basis of the activity throughout the year.

Structure, governance and management

The organisation is a charitable company limited by guarantee incorporated April 1996, originally registered as a charity in May 1923. In 1996, the company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr Charles Coats – Chair

Mrs Sally Lewis – Vice Chair

Mr Roger Godwin

Mr Paul Hinchcliffe

(resigned 14 November 2023)

Cllr Stephen Hirst

(resigned 19 February 2023)

Mr Robert Lloyd-Smith

(appointed 14 June 2023)

Mr Duncan McGaw

Mrs Jasneet Sethi

(appointed 14 June 2023)

Trustees undergo an induction upon taking office with training necessary for their role including: Safeguarding; GDPR; Cyber Security. The Trustees complete a skills audit and review of roles to ensure the necessary skills and experience for oversight are sustained at board level.

Staff give regular presentations of GRCC's work at meetings of the Board of Trustees, which are held four times per year. A Trustee attends each monthly staff meeting throughout the year.

Meetings of the Board committees were held during the course of the year. The committees are:

- Governance
- Finance and Audit
- Marketing and Communications
- GRCC Centenary and Village of the Year

Organisational Structure

The Charity is controlled by the Board of Trustees, which meets four times per year attended by the Chief Executive and the Head of Finance. Responsibility for day-to-day management is delegated to the Chief Executive supported by the Senior Leadership Team.

The Senior Leadership Team during 2023-24 comprised:

- Barbara Piranty – Chief Executive
- Barbara Pond – Head of Operations and Business Development
- Russell Hayward – Head of Finance and Resources
- Cynthia Kerr – Senior Operations Manager (Independence Trust)
- Angela Gilbert – Community Development Team Manager

During 2023-24 the SLT met regularly to share information, discuss topics in detail, and check progress of key elements of GRCC work.

Whole staff Team Meetings are held monthly in a hybrid of online and in person. Meetings of project teams are held weekly or monthly.

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

Related Parties

GRCC is a founder member of ACRE (Action with Communities in Rural England), the national association of RCCs., and of Cirican Consulting, a Limited Liability Partnership established by 18 ACRE members to provide research and consultancy services, enabling members to bid for larger contracts than they would otherwise be unable to deliver.

At the start of 2023/24, GRCC was the sole member of Independence Trust. Following the transfer of Independence Trust to GRCC in August 2020 and extensive discussions with SLT and members of the Board, it was proposed and agreed that GRCC undertake a full merger with Independence Trust. The merger process, including TUPE of staff, novation of contracts, lease arrangements, and transfer of Trustees, was conducted throughout 2022/23 and was completed in June 2023.

In so far as it is complementary to the Charity's objects, the Charity is guided by both local and national policy. The continued representation of GRCC on local partnerships and organisations has proved invaluable to the Charity in maintaining and growing its reputation and profile, establishing improved links within the community and identifying relevant policy developments and prospective funding.

Objectives and activities

The Board of Trustees annually reviews the strategic direction of GRCC which is encapsulated in the vision, mission, and values below. The strategic objectives inform the annual business plan which forms the basis of the activity throughout the year.

Vision

Support and empowering Gloucestershire's communities through change

Mission

To help build strong, healthy, sustainable communities in Gloucestershire using our knowledge, experience and networks.

Values

GRCC seeks to incorporate the following principles in all its activities:

- Pursuit of excellence and best value
- Partnership and collaboration
- Responsiveness and adaptability
- Inclusivity and equality
- Openness and accountability

Organisational aims

1. Ensure GRCC is fit for purpose, sustainable, and gives best value
2. Strengthen GRCC's role as rural specialists
3. Be the leader in sustainable community development
4. Be the first choice for VCSE infrastructure support, training and development
5. Raise the profile and reputation of the organisation

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

Achievements and Performance

1. Ensure GRCC is fit for purpose, sustainable, and gives best value

The full merger of GRCC and Independence Trust was completed at the beginning of June 2023, with Independence Trust maintaining its external identity and branding. Following this, a Trustee away day was held on 25 July, led by independent consultant Clare Davis and focusing on the merger, integration of Trustees, and visioning for the organisation and priorities going forward. A full operational post-merger integration plan was developed and implemented, aligning processes, practices and teams, allowing full integration and cost savings to be made.

Following the merger, the regular policy review and refresh process included the alignment of GRCC and Independence Trust policies and procedures. A comprehensive revision of the Employee Handbook has been completed; the Hybrid and Flexible Working Policy has been amended to reflect current working practices following Covid; and the following policies have been reviewed or are being reviewed and updated: Information Technology & Communications; Data Protection and Information Governance; Equality & Diversity; Recruitment; Volunteer; Staff Expenses; Safeguarding; Flexible & Hybrid Working.

The GRCC survey of Parish and Town Councils, community projects, and VCS organisations was conducted. This helps us to understand the priorities for communities and how they have changed since our previous survey following on from the pandemic. The results help us shape our business priorities and offer to communities going forward.

The Board committees met several times through the course of the year. Board members have been identified to sit on these committees as leads with a role to oversee, scrutinise, and report back to the Board on activity and outcomes.

Continued development or renewal of strategic relationships has resulted in additional newly commissioned pieces of work, such as the energy and digital audit of village halls in Cotswold and Forest of Dean District Council areas, which led to GRCC being commissioned to administer their UKSPF / REPF grant programmes as part of the then government's Levelling Up agenda. GRCC was also commissioned to administer these grants programmes for Tewkesbury Borough Council.

Our Digital Inclusion work has seen a number of successful bids, including a National Lottery Reaching Communities bid; an award from the Good Things Foundation for GRCC to act as a Digital Ambassador; funding from Tewkesbury ILP and Tewkesbury Borough Council for a Digital & Technology Navigator, a new initiative to support digital inclusion, improve health outcomes, and build digital literacy across Tewkesbury Borough, and funding from North Cotswolds PCN for the North Cotswold Digital & Technology Social Prescribing Link Worker. Our DAISI (Digital, Accessibility, Inclusion, Support & Innovation) Project is going from strength to strength, with 168 partners signed up the partnership as at July 2024. GRCC is being recognised at a strategic level, both countywide and nationally, as a leader and 'go to' specialist in organisational digital upskilling and in overcoming digital exclusion and isolation.

Following the recommissioning process in Q3 of 2023/24 the CALMHS contract was awarded to Rethink. The TUPE transfer of CALMHS staff and closure of offices in Stroud and Cheltenham were managed in Q4. GRCC was asked to extend the CASA contract for a further year, with recommissioning scheduled for Q3 2024/25.

HR and personnel activities, including a focus on recruitment and retention, has helped to ensure that work plans and contracts can be sustained and outcomes achieved. The annual Safeguarding review was completed and the small number of recommended actions implemented. We also successfully completed the annual Data Security Protection Toolkit, which is a requirement for all our NHS contracts.

Investment continues to be made in GRCC's back-office infrastructure and building maintenance, including painting of exterior walls and window frames, replacement of worn carpets, and restoration of windows on the front stairs landing whose frames were rotting.

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

2. Strengthen GRCC's role as rural specialists

GRCC is part of the ACRE Network (the England-wide network of rural community councils) through which we receive funding from Defra to advance Defra's rural priorities. The priorities for 2023/24 were:

- Digital infrastructure
- Digital Skills and Inclusion
- Rural Life Opportunities
- Social Infrastructure
- Rural Transport
- Net Zero and Affordable Energy
- Housing and Planning
- Business Support and Social Enterprise Development

GRCC undertook a wide range of activities in support of these priorities. We were also part of the ACRE Rural Policy review committee, contributing to the development of ACRE's response to government. GRCC was chosen as one of the RCCs to take part in the ACRE evaluation of Defra funding, connecting the independent evaluation team to SLT, the Community Development Team (CDT), and communities supported using this funding.

Our Digital Inclusion Manager has been gaining recognition at a national level for his role and activities, being invited to deliver a national presentation on Inclusive Service Design and Accessibility for rural communities as part of Digital Leaders Week, run by Public Sector Insight.

The presentation reached over 170 individuals from local and central government and the VCSE sector across the UK. In addition, the DAISI Project has distributed 15,000 SIM cards over 12 months, featured on BBC1's 'The One Show', and took part in two interviews on Radio Gloucestershire on digital equity and the 3G switch off.

GRCC and University of Gloucestershire finalised our first paper for the RUSTIK project, highlighting the insufficient digital support and infrastructure in rural Gloucestershire, the ageing population and outward migration of the younger population, climate change data, and the lack of benchmarking mechanisms and evaluation to address climate change. We now move onto 'Workplan 4' and it has been agreed that the priority should be Digital Inclusion, which ties in with other GRCC work strands to help develop a social model for Digital Inclusion and shape and influence cross sector emerging policies on this theme. There are currently no existing Digital Inclusion policies and it demonstrates our ability to strategically influence on behalf of our communities. RUSTIK is a European project looking at sustainability and future proofing of rural communities.

The CDT members continue to work hard to raise GRCC's profile and embed themselves in the rural districts / boroughs through good relationships with parish councils and communities, increasing our rural presence and activity. Our work includes engagement with parish and town councils on a range of issues, including: funding advice, community led planning options, NDPs and NDP reviews, and support with community consultation.

As a rural specialist, GRCC is recognised as a strategic contributor and is a member of, and contributed to, several key groups, partnerships, and board. These include:

- Gloucestershire Health and Wellbeing Partnership, including membership of Exemplar Themes Steering Group
- GFirst LEP Agri-Tech Food and Business Network
- Gloucestershire Local Nature Partnership
- The Naturally Healthy Leadership Group
- The Joint Strategic Needs Assessment (JSNA) planning group
- Cheltenham, Cotswold, and Tewkesbury Integrated Locality Partnerships

Continued relationship building with the Executive Director of Adult Social Care and Communities, the Director of Public Health, and engagement with the development of the Integrated Care Strategy has enabled GRCC to ensure rural access, deprivation and the importance of rural proofing remain high on the agenda. Following the success of the partnership between GRCC, NFU, RABI and the ICS on health checks for farmers at the regular Cirencester Cattle market (with over 50 blood pressure checks undertaken to date), discussions have taken place around widening this offer to mental health awareness, information, and sign posting.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

The Affordable Housing project continues to build from strength-to-strength with the recruitment in February of a Rural Housing Enabler funded by Defra's national RHE programme, adding capacity to the work of the existing Affordable Housing Manager and Gloucestershire Rural Housing Partnership. This will include catching up on 'lost opportunities' resulting from the pandemic. We have also been commissioned to run Community Led Housing Pilots in Cotswold and Stroud Districts, although it is hard for potential groups wishing to pursue this model to access meaningful funding, a national issue that is stalling deliverability of group schemes. Agreement has been reached with Tewkesbury Borough Council to fund a dedicated Rural Housing Enabler for 3 years working specifically in the borough.

3. Be the leader in sustainable community development

The work of our Community Development Team has a strong focus on key developmental areas around climate change, digital, and mental health through Levelling Up, UK Shared and Rural England Prosperity Funds, increased Flood Warden presence, and the districts' strategic objectives in these areas. Presentations were made to new district councillors following the local elections in May 2023 to help promote and share the work that we do.

We were awarded additional funding by Stroud District Council for consultation work with parish and town councils regarding the development of cycle and footpaths in the district. The fund is for active travel infrastructure to help more people travel actively in the district, i.e., walking route maps, bike storages, e-bike chargers, etc. In addition, specific funding was awarded for our Community Capacity Builder to help support three community hubs based in the Stroud district with governance issues and improving the understanding of the key components of running a successful community hub.

GRCC held discussions with North Cotswold Primary Care Network (PCN) who agreed to finance a pilot Social Prescribing Link Worker (SPLW) for Technology and Digital Inclusion, for which we successfully recruited, alongside the existing SPLW for Children and Young People, and the SPLW for Adults. The Technology and Digital Inclusion SPLW is a flagship role for the PCN and a first nationally. Initial meetings with health professionals demonstrated a real need. A volunteer group has been established in Bourton-on-the-Water where people can get assistance with learning how to use apps, including the NHS app, to support their health, as well as being helped to learn how to use digital and technology more generally.

Agreement for a second 'test and learn' digital pilot was agreed with Tewkesbury Borough Council, with funding provided for a Digital and Technology Navigator, a role with a wider health and wellbeing and employment remit. This is a specialist bottom-up project and role collecting data around the digital and technology needs of Tewkesbury Borough and working with those in the most remote areas in digital poverty, with the project beginning in April 2024.

The Community Wellbeing Service in Cotswolds has continued to run the Moreton-in-Marsh and Stow-on-the-Wold community drop-in hubs, with attendance increasing over the course of the year, and new partners approaching GRCC to connect with clients through the hubs. In addition, GRCC was awarded funding by the Cotswold ILP to develop a range of activities to address early intervention on the ILP's key themes around frailty and pre-frailty. These have included an arts and crafts group for people with Fibromyalgia, a volunteer allotment group for older people, seated yoga, and T'ai Chi.

The Stroud and Berkeley Vale CWS has continued to successfully meet targets set by the service commissioners, a significant achievement given the growing number of SPLWs employed directly by the NHS. The ICS commissioned GRCC to run the 'Connect & Prevent' project, a volunteer call programme pilot for vulnerable people in Berkeley Vale to help reduce hospital admissions and readmissions. This is being managed by CWS.

Support and advice continued to be provided to village halls and community buildings across the county, through our in-person Community Buildings Network meetings, our regular e-newsletter updates to the network, and on an individual basis. Bespoke support has been provided to parishes and groups working on community-led planning initiatives, including existing and new NDPs, communities interested in developing Parish Plans, and provision of options for community-led planning approaches. Support and advice have also been provided to groups interested in Community Asset Transfer to save their local pubs.

4. Be the first choice for VCSE infrastructure support, training and development

GRCC continues to support and empower the VCS through its networks, forums and training including the activity around the Volunteering Collaborative. GRCC has been awarded an additional 3-years of funding to facilitate the Volunteering Collaborative Network. The Collaborative brings together partners from public, private, and voluntary sector to look at how volunteering and volunteering infrastructure can be improved throughout the county.

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

Our dedicated VCSE Advice Officer is facilitator for the Collaborative and is further developing GRCC's role as VCSE infrastructure support provider, particularly in the urban centres of Cheltenham and Gloucester. GRCC was awarded dedicated funding by Gloucestershire County Council to work with BAME Carers' support organisations with business planning, including CIC advice.

The Community Development Team has been approached to quote to provide support on governance by Gloucester City Council, which indicates that the CDT has been successful at raising awareness and building good relationships with the city council, which has been a gap area for GRCC until now.

5. Raise the profile and reputation of the organisation

GRCC's marketing and communications team, comprising a Digital Content Officer and Social Media Assistant working under the Digital Inclusion Manager and Chief Executive, have increased our profile through regular social media posts, news items on the website, and reviewing and refreshing marketing materials for projects, including posters, flyers and dedicated campaigns. Specific marketing campaigns were run in line with themed national weeks, including Volunteers' Week, Trustees' Week, Rural Housing Week and Digital Week. A new, refreshed GRCC website is currently in development.

We continue to raise our profile and reputation through the building and strengthening of cross-sector and community partnerships. Our e-newsletter 'Newsbites' is sent out monthly to over 1,000 subscribers. In addition, we send out regular e-newsletters to the members of the Cheltenham and Cotswold 'Know Your Patch' Networks, the VCS networks, and the Community Buildings networks, and a new regular e-newsletter is being developed for the DAISI Partnership.

GRCC has a longstanding relationship with BBC Radio Gloucestershire and Cotswold Life magazine, appearing a number of times over the course of the year in relation to our centenary and current work streams, including digital; affordable housing; the CWS team; the Village Halls energy and digital audit survey for Forest of Dean and Cotswold District Councils; issues around mental health support access in rural areas, informed by the EFRA Select Committee report for which GRCC provided oral evidence in May, and our VCSE Advice Officer's sponsored hair cut for a children's cancer charity. We have also appeared in Cotswold Life in relation to our centenary. GRCC was also invited to join the judging panel for Radio Gloucestershire's 'Make A Difference Awards', with attendance at the awards ceremony in September.

GRCC received national coverage with appearances on The One Show, BBC Breakfast News, and Radio 4's Today programme with both the digital and Affordable Housing teams.

A key area of GRCC's profile-raising throughout 2023 was the centenary celebrations, leading up to and culminating in an event alongside our AGM on 20th July 2023 at Maisemore Village Hall. Approximately 80 cross-sector partners, GRCC Life Vice Presidents, and staff and Trustees past and present attended. The event focused on GRCC 'Then and Now', linking the past work of our founders with current and future activity. A specially designed logo appeared on the website, all marketing and communications material, letterheads, email signatures, etc.

GRCC was recruited as a Good Things Foundation Digital Inclusion Ambassador, which comes with a small amount of funding to support networking with organisations on a national level. We have been commended by GTF as a lead in Digital Inclusion and GRCC has been name-checked at both local and national level.

Our investment in time and resources in raising and building GRCC's profile, reputation and relationships over 2023-24 has reaped rewards with districts and boroughs asking for our help and support again.

Investment Policy

Any operating funds within the financial year that are not required immediately are invested in a COIF Deposit Account. The Charity's Endowments Funds are invested in named COIF accounts, other than the Goodeve Legacy which is invested in MG Charifund.

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

Financial review

It is the policy of the Charity that unrestricted funds which have not been designated for a specific use should be maintained at not less than 6 months' operating costs, plus a provision for employment liabilities. The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the Charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Based on the accounts to 31 March 2024 this target level would be £128,614, whilst freely available unrestricted reserves are shown as £1,569,353. The Charity also holds £143,365 in restricted funds and a permanent endowment of £47,352.

GRCC owns Community House, 15 College Green, Gloucester (all but "The Archway" room over the flying freehold into Miller's Green). The latest freehold valuation has indicated a RICS "Red Book" figure of around £400,000, as against a net book value of £17,150.

Risk Management

The Board of Trustees maintains a risk register and has assessed the major risks to which the Charity is exposed, and are satisfied those systems are in place to mitigate exposure to the major risk. GRCC systems and procedures have been reviewed in conjunction with staff and Trustees in order to mitigate risks to the Charity.

GRCC is developing future areas of work in response to a local need. The Charity continues to have available for use its Trading subsidiary "GRCC Solutions Ltd" as appropriate.

Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the offices of GRCC and regular reports are produced for the Senior Leadership Team and Board of Trustees, for discussion and action.

Plans for Future Periods

Plans are in place to review and refresh GRCC's Strategic Priorities for 2022-25 and reset individual team and organisational work plans going forward. The project teams and Senior Leadership Team will be consulted later in 2024 to review priorities and identify new areas of work or development of existing work which will feed into the revised Strategic Priorities document for 2025/26. An Operational Plan will then be drafted to reflect the changes and adjustments alongside the refreshed performance reviews and job descriptions.

GLoucestershire Rural Community Council

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

Statement of Trustees' responsibilities

The Trustees, who are also the directors of Gloucestershire Rural Community Council for the purpose 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 which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that 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.

Auditor

Griffiths Marshall were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

Disclosure of Information to Auditor

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The Trustees' report was approved by the Board of Trustees.

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Mr Charles Coats - Chair

Dated:

.....
Mrs Sally Lewis - Vice Chair

Dated:.....

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2024

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- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that 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.

GLoucestershire Rural Community Council

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF GLOUCESTERSHIRE RURAL COMMUNITY COUNCIL

Opinion

We have audited the financial statements of Gloucestershire Rural Community Council (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet and the notes to the financial statements, 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, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC'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 other information comprises the information included in the annual report other than the financial statements and our auditor's 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 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 in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF GLOUCESTERSHIRE RURAL COMMUNITY COUNCIL

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the charity for the purpose 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 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 auditor's 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 gained an understanding of the legal and regulatory framework applicable to Gloucestershire Rural Community Council and the industry in which it operates and, considered the risk of acts by Management and directors of Gloucestershire Rural Community Council which were contrary to applicable laws and regulations, including fraud. These included but were not limited to compliance with the Companies Act 2006 and Employment Law. We made enquiries of the Directors to obtain further understanding of risks of non-compliance.

We focused on laws and regulations that could give rise to a material misstatement in the financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of management regarding known or suspected instances of non-compliance with laws and regulations;
- review of minutes of the Board meetings throughout the year; and
- obtaining an understanding of the control environment in place to prevent and detect irregularities.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity'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 charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

GLOUCESTERSHIRE RURAL COMMUNITY COUNCIL

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF GLOUCESTERSHIRE RURAL COMMUNITY COUNCIL

Stephen Humphries (Senior Statutory Auditor)
for and on behalf of Griffiths Marshall

.....

Chartered Accountants
Statutory Auditor

4th Floor
Llanthony Warehouse
The Docks
Gloucester
GL1 2EH

Griffiths Marshall is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

GLOUCESTERSHIRE RURAL COMMUNITY COUNCIL**STATEMENT OF FINANCIAL ACTIVITIES****FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Endowment funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Endowment funds 2023 £	Total 2023 £
Income from:									
Donations and legacies	3	2,335	145,692	-	148,027	45,232	105,998	-	151,230
Charitable activities	4	-	1,595,848	-	1,595,848	-	1,653,534	-	1,653,534
Other trading activities	5	569	1,672	-	2,241	44,381	23,170	-	67,551
Investments	7	73,504	3,679	2,897	80,080	16,637	-	1,837	18,474
Total income and endowments		<u>76,408</u>	<u>1,746,891</u>	<u>2,897</u>	<u>1,826,196</u>	<u>106,250</u>	<u>1,782,702</u>	<u>1,837</u>	<u>1,890,789</u>
Expenditure on:									
Raising funds	6	25,856	-	-	25,856	23,547	-	-	23,547
Charitable activities	8	(27,739)	1,634,200	-	1,606,461	160,289	1,377,915	-	1,538,204
Total expenditure		<u>(1,883)</u>	<u>1,634,200</u>	<u>-</u>	<u>1,632,317</u>	<u>183,836</u>	<u>1,377,915</u>	<u>-</u>	<u>1,561,751</u>
Net gains/(losses) on investments	11	-	-	(881)	(881)	-	-	(3,139)	(3,139)
Net income		<u>78,291</u>	<u>112,691</u>	<u>2,016</u>	<u>192,998</u>	<u>(77,586)</u>	<u>404,787</u>	<u>(1,302)</u>	<u>325,899</u>
Transfers between funds		78,787	(75,890)	(2,897)	-	327,311	(327,311)	(1,837)	(1,837)
Net movement in funds	10	<u>157,078</u>	<u>36,801</u>	<u>(881)</u>	<u>192,998</u>	<u>249,725</u>	<u>77,476</u>	<u>(3,139)</u>	<u>324,062</u>
Reconciliation of funds:									
Fund balances at 1 April 2023		1,412,275	106,564	48,233	1,567,072	1,162,531	27,270	51,372	1,241,173
Fund balances at 31 March 2024		<u>1,569,353</u>	<u>143,365</u>	<u>47,352</u>	<u>1,760,070</u>	<u>1,412,256</u>	<u>104,746</u>	<u>48,233</u>	<u>1,565,235</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

GLOUCESTERSHIRE RURAL COMMUNITY COUNCIL**BALANCE SHEET****AS AT 31 MARCH 2024**

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	15		25,405		37,703
Investments	16		50,352		51,233
			<u>75,757</u>		<u>88,936</u>
Current assets					
Debtors	17	203,246		215,235	
Cash at bank and in hand		1,793,935		1,625,797	
		<u>1,997,181</u>		<u>1,841,032</u>	
Creditors: amounts falling due within one year	19	(312,868)		362,896	
		<u></u>		<u></u>	
Net current assets			1,684,313		1,478,136
Total assets less current liabilities			<u>1,760,070</u>		<u>1,567,072</u>
The funds of the charity					
Endowment funds	18	47,352		48,233	
Restricted income funds	24	143,365		106,563	
Unrestricted funds		1,569,353		1,412,276	
		<u>1,760,070</u>		<u>1,567,072</u>	

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on

.....
Mr Charles Coats - Chair
Treasurer

.....
Mrs Sally Lewis - Vice Chair
Treasurer

Company registration number 03181755 (England and Wales)

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2024

1 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

2 Accounting policies

Charity information

Gloucestershire Rural Community Council is a private company limited by guarantee incorporated in England and Wales. The registered office is Community House, 15 College Green, Gloucester, GL1 2LZ.

2.1 Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006 and "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 Trust is a Public Benefit Entity as defined by FRS 102.

The Trust has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

The financial statements have been presented on a group basis. On 17 August 2020 the control of Independence Trust was transferred from Connexus Housing Two Limited to Gloucestershire Rural Community Council. The accounts of Independence Trust form part of the consolidated group accounts and notes to 31 March 2021 contained within.

2.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

2.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds represent grants received for specific purposes, less revenue expenditure incurred. Where the grant was received for capital purposes, the expenditure has been capitalised and is included in fixed assets.

Endowment funds represents the net assets, including unrealised gains on the investment of the Goodeve Legacy.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

2 Accounting policies

(Continued)

2.4 Income

Legacies, donations, gifts and bank interest are accounted for when they are received unless amounts receivable can be determined with reasonable accuracy.

Income from sales of donated goods is recognised when the goods are sold.

Grant income:

- Grants received for specific purposes are recorded as restricted grants in the period in which the grant related as directed by the donor.
- Grants received for a specific future period are recorded as restricted grants when received but deferred and held as a creditor until the period in which they relate.
- Grants which relate to performance and specific deliverables are accounted for as the charity earns the right to consideration by its performance.

Income is deferred when the donor specifies the income is for a future period or applies conditions that cannot be met until a future period.

Endowment fund income is unrestricted.

2.5 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 are allocated on the portion of the asset's use.

Expenditure is recorded on the accruals basis and liabilities are included when the legal obligation has been created.

Expenditure in charitable activities represents the costs incurred in carrying out the charitable objectives of the project.

Governance costs represent the cost of general administration functions of the charity.

Basis of apportionment of expenditure:

- Staff costs are allocated on a basis of time spent on each category of activity.
- Premises costs are allocated to direct charitable support costs.
- Depreciation provision is allocated on the basis of use of the assets.
- All other overheads are allocated to projects as a percentage of direct expenditure.

As a registered charity, the activities are generally exempt from Income Tax and Capital Gains Tax in connection with its direct charitable purpose, but not from VAT.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**FOR THE YEAR ENDED 31 MARCH 2024****2 Accounting policies****(Continued)****2.6 Tangible fixed assets**

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Land and buildings	2% reducing balance
Fixtures, fittings & equipment	3 years straight line or specific to length of project
Computer equipment	3 years straight line or specific to length of project

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

2.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

Entities in which the charity has a long term interest and shares control under a contractual arrangement are classified as jointly controlled entities.

2.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

2.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

2.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**FOR THE YEAR ENDED 31 MARCH 2024****2 Accounting policies****(Continued)****Basic financial liabilities**

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

2.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

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

2.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2.13 Deferred income

Income is deferred when the donor specifies the income is for a future period or applies conditions that cannot be met until a future period.

3 Voluntary Income

	Unrestricted funds	Restricted funds	Total	Total
	2024	2024	2024	2023
	£	£	£	£
Donations and gifts	1,210	3,099	4,309	66,801
Subscriptions & Memberships	-	-	-	1,109
Grants receivable	-	142,593	142,593	83,320
Membership fees	1,125	-	1,125	-
	<u>2,335</u>	<u>145,692</u>	<u>148,027</u>	<u>151,230</u>
For the year ended 31 March 2023	<u>45,232</u>	<u>105,998</u>		<u>151,230</u>

Unrestricted Restricted

GLOUCESTERSHIRE RURAL COMMUNITY COUNCIL**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2024****3 Voluntary Income****(Continued)**

	funds 2024 £	funds 2024 £	Total 2024 £	Total 2023 £
Grants receivable for core activities				
ACRE (DEFRA)	-	39,220	39,220	39,220
ACRE RHE	-	17,161	17,161	-
Cotswold District Council	-	13,100	13,100	13,100
Stroud District Council	-	11,000	11,000	11,000
Forest of Dean District Council	-	7,500	7,500	5,000
Tewkesbury Borough Council	-	7,000	7,000	7,000
Glos Vol Collaborative	-	43,572	43,572	-
Other	-	4,040	4,040	8,000
	-	142,593	81,860	83,320

4 Charitable activities

	2024 £	2023 £
Project funding	492,574	493,298
Wellbeing Services	1,103,274	1,160,236
	1,595,848	1,653,534
Analysis by fund		
Restricted funds	1,595,848	1,653,704

5 Income from other trading activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Consultancy Income	569	1,672	2,241	44,381	23,170	67,551

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**FOR THE YEAR ENDED 31 MARCH 2024****6 Expenditure on raising funds**

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Costs of generating funds		
Other fundraising costs	-	282
Staff costs	25,856	23,265
	<u>25,856</u>	<u>23,547</u>

7 Investments

	Unrestricted funds 2024 £	Restricted funds 2024 £	Endowment funds general 2024 £	Total 2023 £
Rental income	13,343	-	-	10,467
Goodeve income	-	-	2,897	1,837
Interest receivable	60,161	3,679	-	6,170
	<u>73,504</u>	<u>3,679</u>	<u>2,897</u>	<u>18,474</u>
For the year ended 31 March 2023	<u>16,637</u>	<u>-</u>	<u>1,837</u>	<u>18,474</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

8 Charitable activities

	Total 2024	Total 2023
	£	£
Staff costs	1,122,886	983,805
Depreciation and impairment	11,946	13,091
Charitable expenditure	161,301	104,748
ICT costs	24,035	18,781
Premises	109,650	97,759
Office costs	15,635	12,908
Administration costs	6,744	8,959
	<u>1,452,197</u>	<u>1,240,051</u>
Grant funding activities	14,126	29,831
Share of support costs (see note 13)	97,289	173,388
Share of governance costs (see note 13)	42,850	32,759
	<u>1,606,462</u>	<u>1,476,029</u>
Analysis by fund		
Unrestricted funds	1,634,200	98,114
Restricted funds	(27,738)	2,230,363
	<u>1,606,462</u>	<u>2,328,477</u>

9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration during the year.

10 Net movement in funds

	2024	2023
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	6,540	4,080
Depreciation of owned tangible fixed assets	12,299	9,028
	<u>18,839</u>	<u>13,108</u>

11 Gains and losses on investments

	Endowment funds 2024	Endowment funds 2023
	£	£
Gains/(losses) arising on:		
Revaluation of investments	(881)	(3,139)
	<u>(881)</u>	<u>(3,139)</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**FOR THE YEAR ENDED 31 MARCH 2024****12 Taxation**

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Support costs

	Support costs	Governance costs	2024	Support costs	Governance costs	2023
	£	£	£	£	£	£
Staff costs	97,289	23,187	120,476	117,081	20,571	137,652
Support costs	-	-	-	56,257	-	56,257
			-			
Audit fees	-	6,540	6,540	-	9,360	9,360
Legal and professional	-	13,122	13,122	-	2,217	2,217
Other costs	-	-	-	-	610	610
	<u>97,289</u>	<u>42,849</u>	<u>140,138</u>	<u>173,338</u>	<u>32,758</u>	<u>206,096</u>
	<u><u>97,289</u></u>	<u><u>42,849</u></u>	<u><u>140,138</u></u>	<u><u>173,338</u></u>	<u><u>32,758</u></u>	<u><u>206,096</u></u>
Analysed between						
Charitable activities	<u>97,289</u>	<u>42,849</u>	<u>140,138</u>	<u>173,338</u>	<u>32,758</u>	<u>206,096</u>
	<u><u>97,289</u></u>	<u><u>42,849</u></u>	<u><u>140,138</u></u>	<u><u>173,338</u></u>	<u><u>32,758</u></u>	<u><u>206,096</u></u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

14 Employees**Number of employees**

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
Charitable activities	49	48
Management and administration	3	3
	<u>52</u>	<u>51</u>

Employment costs

	2024	2023
	£	£
Wages and salaries	1,099,946	973,830
Social security costs	82,879	77,863
Other pension costs	67,637	66,665
Staff training, life insurance and travel	18,756	26,364
	<u>1,269,218</u>	<u>1,144,722</u>

There were no employees whose annual remuneration was £60,000 or more.

Number of staff with benefits accruing under:

	2024	2023
	Number	Number
Money purchase scheme	<u>52</u>	<u>51</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**FOR THE YEAR ENDED 31 MARCH 2024****15 Tangible fixed assets**

	Land and buildings	Fixtures, fittings & equipment	Computer equipment	Total
	£	£	£	£
Cost				
At 1 April 2023	56,606	51,260	109,106	216,972
Disposals	-	(14,696)	(45,171)	(59,867)
At 31 March 2024	56,606	36,564	63,935	157,105
Depreciation and impairment				
At 1 April 2023	39,105	48,208	91,955	179,268
Depreciation charged in the year	351	1,526	10,422	12,299
Eliminated in respect of disposals	-	(14,696)	(45,171)	(59,867)
At 31 March 2024	39,456	35,038	57,206	131,700
Carrying amount				
At 31 March 2024	17,150	1,526	6,729	25,405
At 31 March 2023	17,501	3,052	17,151	37,704

16 Fixed asset investments

	Unlisted investments	Other investments	Total
	£	£	£
Cost or valuation			
At 1 April 2023	48,233	3,000	51,233
Valuation changes	(881)	-	(881)
At 31 March 2024	47,352	3,000	50,352
Carrying amount			
At 31 March 2024	47,352	3,000	50,352
At 31 March 2023	48,233	3,000	51,233
Other investments comprise:	Notes	2024	2023
		£	£
Investments in joint ventures		3,000	3,000

GLOUCESTERSHIRE RURAL COMMUNITY COUNCIL**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2024****16 Fixed asset investments****(Continued)**

GRCC invested £3,000 into Cirican LLP (OC429471) as part of a collaborative effort by 18 rural community councils to provide research and consultancy services. The partnership is registered at Community House, 15 College Green, Gloucester, United Kingdom, GL1 2LZ

Cirican LLP is deemed an associate to GRCC but the results are immaterial to the consolidated group accounts.

17 Debtors

	2024	2023
	£	£
Amounts falling due within one year:		
Trade debtors	182,915	196,740
Other debtors	6,736	6,736
Prepayments and accrued income	13,595	11,759
	<u>203,246</u>	<u>215,235</u>

18 Endowment funds

Endowment funds represent assets which must be held permanently by the charity. Income arising on the endowment funds can be used in accordance with the objects of the charity and is included as unrestricted income. Any capital gains or losses arising on the assets form part of the fund.

	At 1 April 2023 £	Incoming resources £	Transfers £	Gains and losses £	At 31 March 2024 £
Permanent endowments	48,233	2,897	(2,897)	(881)	47,352
	<u>48,233</u>	<u>2,897</u>	<u>(2,897)</u>	<u>(881)</u>	<u>47,352</u>
Previous year:					
	At 1 April 2022 £	Incoming resources £	Transfers £	Gains and losses £	At 31 March 2023 £
Permanent endowments	51,372	1,837	(1,837)	(3,139)	48,233
	<u>51,372</u>	<u>1,837</u>	<u>(1,837)</u>	<u>(3,139)</u>	<u>48,233</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**FOR THE YEAR ENDED 31 MARCH 2024****18 Creditors falling due within one year**

		2024	2023
		£	£
Other taxation and social security		5,863	12,377
Deferred Income	19	233,122	282,569
Trade creditors		42,859	33,980
Other creditors		-	9,608
Accruals		31,019	24,362
		<u>312,863</u>	<u>362,896</u>

18 Deferred income

Deferred income is included in the financial statements as follows:

	2024	2023
	£	£
Gloucestershire County Council	66,444	75,000
CLH Project	10,000	10,000
Cheltenham BC	5,666	5,666
Flood Warden	-	11,667
Glos Voluntary Collaboration	-	6,667
Personal Health Grant	-	4,737
Digihubs	-	37,800
ESHQ Q1	-	9,200
NHS Vaccination Programme	-	40,000
Barnwood Trust	-	16,893
Discharge Hub 3	-	45,960
Armed Forces Link Worker	-	17,780
Peer Support	1,200	1,200
ACRE RHE	18,437	-
NHS Gloucestershire - Physical Health	40,920	-
NHS Gloucestershire - Virtual Wards	40,000	-
NHS Gloucestershire - Other	8,616	-
Cotswold District Council	35,535	-
National Centre Rural Health	2,600	-
Electrical Safety First	3,704	-
	<u>233,122</u>	<u>282,570</u>

The trustees consider the above grants and funding as deferred income on the basis the resources received do not meet the criteria for recognition as income in the statement of financial activities (SoFA), entitlement to the income does not exist at the balance sheet date. Instead, deferred income is disclosed as a liability in the balance sheet

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**FOR THE YEAR ENDED 31 MARCH 2024****19 Retirement benefit schemes****Defined contribution schemes**

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £67,637 (2023 - £66,665).

20 Related party transactions**Remuneration of key management personnel**

The remuneration of key management personnel is as follows.

	2024 £	2023 £
Aggregate compensation	194,162	180,855

GRCC Solutions Ltd

The charity controls GRCC Solutions Ltd, a company limited by guarantee, by way of the directors. There is a deed of covenant in place to donate profits to GRCC. The results of the company are considered immaterial to the group accounts.

Independence Trust

On 12th June 2023 Independence Trust merged with its parent charity Gloucestershire Rural Community Council (Charity no. 1054282). At this point all assets and liabilities were transferred and Independence Trust ceased to operate as a standalone entity. All Charitable services will continue within Gloucestershire Rural Community Council.

In the previous accounting period to 31 March 2023, the accounts of Independence Trust form part of the consolidated group accounts of Gloucestershire Rural Community Council to 31 March 2023.

In the period to 31 March 2024 Gloucestershire Rural Community Council did not charge Independent Trust for management and overhead services. (2023 - £180,855)

21 Restricted Funds

	Movement in funds				
	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£
GRCC (See below)	105,991	643,616	(626,203)	19,387	142,791
Wellbeing	-	1,103,274	(1,007,997)	(95,277)	-
Barnwood trust	574	-	-	-	574
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	106,565	1,746,890	(1,634,200)	(75,890)	143,365

GLOUCESTERSHIRE RURAL COMMUNITY COUNCIL**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2024****21 GRCC Restricted funds**

	Movement in funds				Balance at 31 March 2024
	Balance at 1 April 2023	Incoming	Outgoing	Transfers	
	£	£	£	£	£
Community Wellbeing	-	132,795	145,613	12,818	-
Stroud Flood Resilience	-	3,500	(2,142)	-	1,358
Rural Housing Enabler	18,313	54,250	(57,363)	-	15,200
GVC	-	43,572	(34,814)	(8,758)	-
Rustik	-	30,441	(27,768)	-	2,673
Chel Flood Wardens	-	5,833	(2,141)	-	3,692
Rural Support	-	39,220	(40,098)	878	-
CDC Cost of Living	-	-	(195)	195	-
Tewkesbury Flood Resilience	-	10,000	(7,863)	(2,137)	-
ACRE RHE	-	17,161	(17,231)	70	-
Digi Hubs	-	43,545	(35,167)	(8,378)	-
Gloucester BAME	-	3,837	(3,865)	28	-
Cheltenham VCS Support	-	35,639	(37,708)	2,069	-
Wellfare Calls Pilot	-	3,250	(3,216)	-	34
Cotswold IPL Fund	-	299	(299)	-	-
Social Prescribers	-	62,563	(62,495)	(68)	-
Know Your Patch Network Cheltenham	-	12,000	(9,059)	(2,941)	-
Know Your Patch Network Cotswolds	-	12,000	(8,811)	(3,189)	-
FOD Resilience	-	3,500	(1,753)	-	1,747
Covid Prevention Grant	-	-	(7,798)	7,798	-
Cotswold Flod Wardens	-	17,500	(7,190)	-	10,310
ESHO GEM	8,581	32,505	(34,166)	-	6,920
ACRE Rural Proofing	-	2,400	(2,318)	-	82
SDC Cycling & Walking	-	5,000	(424)	-	4,576
Stroud Hubs Support	-	5,000	(1,933)	-	3,067
Village Hall audit	-	4,600	(4,546)	(54)	-
Good Things Foundation	-	5,000	(26)	(4,974)	-
Grant Admin FODDC & CDC	-	-	(2,222)	2,222	-
Grant Admin TBC	-	14,595	(1,382)	-	13,213
Electrical Safety	-	1,296	(1,296)	-	-
Older Peoples Fund	63,904	-	-	-	63,904
Fowler Wright Fund	15,193	822	-	-	16,015
Anniversary Fund	-	2,857	-	(2,857)	-
SDC - SLA	-	11,000	(15,239)	4,239	-
TBC - SLA	-	7,000	(18,054)	11,054	-
FOD - SLA	-	7,500	(12,720)	5,220	-
CDC - SLA	-	13,100	(19,288)	6,188	-
	105,991	643,616	(626,203)	19,387	142,791

GLOUCESTERSHIRE RURAL COMMUNITY COUNCIL**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)*****FOR THE YEAR ENDED 31 MARCH 2024*****Analysis of net assets between funds**

	Restricted	Endowment	Unrestricted	Total
	£	£	£	£
Fund balances at 31 March 2024 are represented by:				
Tangible assets		-	25,405	25,405
Investments	-	47,352	3,000	50,352
Current assets/(liabilities)	143,365	-	1,540,948	1,684,313
	<u>143,365</u>	<u>47,352</u>	<u>1,569,353</u>	<u>1,760,070</u>