

EARTHWORKS ST. ALBANS

England & Wales · Charity number 1067139

Details

Other names EARTHWORKS

Status Registered

Legal form Charitable company

Company number [03307683](#)

Registered 1998-01-05

Register [View on the Charity Commission register](#)

Contact

Address Earthworks St. Albans
Earthworks
Hixberry Lane
St. Albans
AL4 0TZ

Phone 01727 847311

Email earthworks@earthworksstalbens.co.uk

Website www.earthworksstalbens.co.uk

Activities

Objects: TO ADVANCE THE EDUCATION AND TRAINING OF THE PUBLIC, AND PARTICULARLY THOSE WITH LEARNING DIFFICULTIES AND MENTAL HEALTH PROBLEMS, IN CONSERVATION WORK, HORTICULTURE AN OTHER LAND-BASED SKILLS; TO PROMOTE THE IMPROVEMENT OF THE NATURAL ENVIRONMENT; AND TO ADVANCE THE EDUCATION OF THE PUBLIC IN ALL ASPECTS OF CONSERVATION AND ENVIRONMENTAL PROTECTION.

Activities: At Earthworks people of all abilities learn and work together. Local people but particularly those with learning difficulties and mental health issues work on our sustainably managed site learning horticulture and land-based skills. Contract groups go out into the community to design and maintain private gardens and do conservation work in schools, nature reserves and public land.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services
- **What:** Education/training, Disability, Environment/conservation/heritage
- **Who:** Children/young People, People With Disabilities, The General Public/mankind

Geography

- Hertfordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£288,116	£232,503	-	-
2024-03-31	£206,220	£226,955	-	-
2023-03-31	£218,403	£236,562	-	-
2022-03-31	£265,402	£220,115	-	-
2021-03-31	£250,938	£214,988	-	-

Trustees

Name	Role	Appointed
Angela Pankhurst		2019-06-06
Anil Jagota		2026-01-27
David Douglas Cole		2021-09-23
John Joseph Campbell		2026-03-24
Judith Celia Olive Carruthers		2023-09-19
Katie Mackay		2026-01-27
Mary Elizabeth Webb		2020-04-28
Peter Wojciech Kordel		2020-09-03
Stephen Lawrence Barbour		2026-03-24

EARTHWORKS ST. ALBANS

England & Wales - Charity number 1067139

Accounts



Annual Report

Including Trustees' report and financial statements

2024/25



Earthworks St Albans

Registered charity number 1067139

Company Limited by Guarantee 03307683



Foreword

Bianca May (nee Badham), CEO



This year we have grown both our team and our services as we move through the consolidation phase of our current strategy period into growth. We have celebrated the work of our Earthworkers, Gardeners and volunteers at our friends and families celebration in July, and externally through our open days. In a year that our allotment renovations were completed, our new forest garden was built and our market garden and wildlife pond renovations were initiated, our eco-gardens continue to develop to reflect the diversity of the people that work and learn together in them.

We've continued to develop connections in the community through collaboration with local groups and have expanded opportunities for groups and individuals to get involved with Earthworks' activities to enjoy the benefits of social and therapeutic horticulture in our eco-gardens. We've continued our Community Engagement Project and have delivered four cohorts of our new Garden Clubs, working with local mental health services to adapt our offer to meet a wider range of needs.

Despite the challenging recruitment market, we have welcomed 3 new coordinators to our team who each bring unique skills and qualities to the role. During the recruitment phase our existing team effectively managed the period of reduced staffing to ensure that our services were unaffected, allowing us to take the time needed to find the right individuals to join the team and build our future.

In early 2025, as we entered our 30th year, I welcomed my newborn daughter and left Earthworks for the year in the capable hands of our newly built team under the leadership of Acting Project Leader Liz McElroy and with the addition of maternity cover from Carmen Nevado in a Business Development Manager role. Alongside our dedicated volunteers, the team have excelled in continuing our mission, developing our offer and celebrating what is unique and special about Earthworks.

Philip Leach, Chair of Trustees *reflecting on the 2024-25 year and the period through to report publication.*

This has been a year in which we have marked and celebrated the thirtieth anniversary of Earthworks, especially at the Summer Fair in August, when a permanent thirtieth anniversary cake was unveiled, made of wood collected from the site and showing many of the creatures which live on or visit the site. It was wonderful that some of the people who were instrumental in establishing Earthworks back in the mid-1990s were able to join us for the celebrations. That event, as well as the Winter Fair and open garden and plant sales, were the usual joyful, welcoming occasions, attended by many of the Earthworkers and members of their families and friends.



Exciting developments on site this year have included the construction of the new anniversary garden, and the re-development of the Cob House (which are both ongoing).


This was also a year in which we congratulated Earthworks CEO Bianca May on the birth of her daughter, Daisy. With Bianca away on maternity leave, I would like to commend the whole staff team for stepping up so resolutely and capably, especially Liz McElroy who took on the role of Acting Project Leader.

As ever, it is important to recognise the sterling work of the remarkable volunteers, who take on all sorts of roles at Earthworks, including an ever-growing body of corporate volunteers.

As I step down as Chair of Trustees at Earthworks (as at December 2025), I'd like to take this opportunity to offer heartfelt thanks to everyone for their backing for, and commitment to, Earthworks: staff, trustees, volunteers and all our supporters.



Legal and administrative information




Earthworks St Albans (A company limited by guarantee)		
Charity number	1067139	
Company registration number	03307683	
Address and registered office	Earthworks Hixberry Lane St Albans Herts AL4 0TZ	
Trustees	James Edward Burstow Carmen Nevado Angela Pankhurst Mary Elizabeth Webb Peter Kordel Philip Royston Leach David Douglas Cole Judith Celia Olive Carruthers	Resigned 04/06/2024 Resigned 24/09/2024
Accountants	Morgan Rose 37 Marlowes Hemel Hempstead Herts HP1 1LD	

The trustees present their report and the financial statements for the year ended 31 March 2025. The trustees, who are also directors of Earthworks St Albans for the purposes of company law and who served during the year and up to the date of this report are set out on page 3.



Purpose and Aims

Our charity's purposes - consistent with the objects contained in the company's constitution - are to:

-  **Benefit the public by fostering communities and inclusion.**
-  **Focus on those with learning disabilities or mental health problems.**
-  **Provide learning and meaningful work opportunities in horticulture and land-based skills at our 3.5 acre eco-site and in the wider community.**

We aim to use green care to nurture people to develop skills, build confidence, boost health and wellbeing and promote inclusion.

Structure, Governance and Management

Earthworks is a registered charity and a company limited by guarantee. It has a Board of Trustees that is responsible for the overall governance and strategic direction of the charity, its financial health, the probity of its activities and developing the organisation's aims, objectives and goals in accordance with the charity's memorandum and articles of association and legal guidelines. The Board uses the Charity Governance Code for small charities to ensure good governance.

The current Board is made up of volunteers with a range of different backgrounds, professional experience and expertise to enable the Board to govern effectively. Trustees are all volunteers and receive no payment. Nominations for Trustees are made to the Board for approval. Trustees are supported through an induction programme and Earthworks welcomes local applicants from the community and encourages people from diverse backgrounds to join the Board.

Trustee meetings are held approximately every 6-8 weeks. The CEO attends the Board meetings, contributes progress reports and work with Trustees on the strategic plan. The Board delegates operational responsibilities to the CEO. Our service users (Earthworkers & Gardeners) and volunteers are able to contribute their ideas and feedback at quarterly Project Group Meetings.

Results

The results for the year are set out in the statement of financial activities on page 16.

The trustees consider the net movement of funds to be satisfactory.

Equal Opportunities

As responsible employers, the trustees have approved a number of policies relating to equal opportunities, health and safety. These policies are reviewed at least annually.

Reserves Policy The trustees will review the policy annually.

The trustees have agreed a policy whereby funds not committed or invested in tangible fixed assets held by the company should be maintained at a level sufficient to pay operational costs for one year, this amounts to £253k after applying an inflationary uplift (rpi at 31 Mar '25).

Reserves serve several key purposes:

- providing working capital where income is received later than costs are incurred;
- enabling essential replacement, maintenance, and refurbishment of fixed assets;
- providing financial resilience in the event of significant changes to contracts, income streams, or service delivery requirements;
- supporting strategic investment to develop new and sustainable income sources.

As at 31 March 2025, reserves net the designated funds totalled £280k (prior year £266k), representing an excess of £27k over the target level. The Trustees consider this level prudent given continuing political and economic uncertainty and associated cost inflation coupled with a challenging fundraising environment.

Designated Funds Statement

Earthworks expenditure was reduced through the year due to staff leaving and it taking time to find replacements. These additional funds have enabled the trustees to designate funds for essential works which otherwise would have required additional fundraising, these funds are designated as follows:

£40k for essential remediation works to ensure buildings remain safe and fit for purpose;

£10k for additional site improvements to enhance accessibility and the overall environment for beneficiaries.

These designated funds are expected to be utilised over the next three years. Any amounts unspent at the end of this period will be reviewed by the Trustees and may be reallocated according to the charity's evolving needs and strategic priorities.

In addition, there is unrestricted grant funding of £15k, which is designated to upgrade the charity's technology infrastructure as well as site improvements. These designated funds will be spent over the next six months.

Risk Review

The trustees have considered the risks to which the charity is exposed, and have established systems for mitigating those risks. External risks have been minimised by the adoption of an ongoing monthly review and appraisal policy, which includes a policy for securing funds from a wide range of sources. Internal risks are minimised by implementing procedures for authorising transactions, projects, and to ensure consistent delivery for all operational aspects of the charity. The trustees will review these procedures periodically.

Related Party Transactions

There were no related party transactions during the year (none in 2024).

Political and Charitable Contributions

The company made no political or charitable contributions during the year.

Safeguarding

Safeguarding the Earthworks operation is a governance priority for the Trustees. CEO Bianca May and Care and Support Manager Liz McElroy are the designated Safeguarding leads. Our fundamental belief is that everyone at Earthworks - our Earthworkers, Gardeners, staff, volunteers and our visitors - has the right to feel safe and protected from any kind of abuse. We review our safeguarding policy and training plan annually.

Public Benefit Disclosure

The Board has referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. The trustees refer to public benefit throughout this report.



Statement of trustees' responsibilities

The trustees (who are also directors of Earthworks St Albans for the purpose of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 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 charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

On behalf of the board



Peter Kordel, **Treasurer/Trustee**

13/12/2025





Who we are

We support people with learning disabilities - known as Earthworkers – alongside dedicated volunteers to manage 3.5 acres of beautiful eco-gardens in St Albans. Together we grow produce and plants using organic principles, and build wildlife habitats. Our purposeful activity develops skills, builds confidence, boosts health and well-being. We champion social inclusion and sustainability.

We use the recognised, evidence-based, holistic model of social and therapeutic horticulture in our provision of Green Care. Our work is person-centred and goals-based focussing on co-production and skills development. Through purposeful activity in natural spaces we support and enable Earthworkers to exercise choice and work towards achieving their aspirations.

Vision: the future we aspire to create

People of all abilities learning and working together in nature.

Mission: our role creating that future

Empowering people to connect with the natural world, each other and the wider community through social and therapeutic horticulture and nature-based activities.

Values: the heart of our approach

Our work is person-centred, and as such Earthworks has always worked to create an inclusive and welcoming environment. Earthworks is a compassionate organisation which holds sustainability as a core aim.

Our Strategic Plan 2022—2027: an overview

Our five-year plan was developed against the backdrop of the global pandemic, a period of great challenge to everyone - and especially for the most vulnerable of us in society. Yet, despite the challenges there is much to celebrate. Throughout this period we have seen the incredible resilience of our Earthworks community, and been humbled by the considerable support we have received from individuals, local businesses and organisations in our wider community. Our gardens have continued to nurture the wellbeing of our Earthworkers, staff and volunteers alike, and digital innovations have brought the benefits of social and therapeutic horticulture and nature appreciation into the homes of those who could not be with us on site.

As we look to our next five years, we do so confident in the strength of our community to continue to grow through the pandemic and beyond. We see the coming years as a period of both rejuvenation and growth, building on the success of our existing work to support an even wider group of those who could benefit from Earthworks' support. In line with our organisational values, our Earthworkers are co-creators in this planning, and through regular meetings have a strong say in which projects we undertake. This is just one way ensure we are most effectively meeting the needs of the populations we exist to support. We hope to do so for many years to come.

In line with our values, our strategy was developed inclusively and collaboratively, involving key groups in our community. This strategy builds on previous strategic planning undertaken by the Earthworks team and board. It was developed through a series of conversations and workshops in 2021 and 2022, including contributions from Earthworkers, staff, volunteers and trustees. In developing our strategy, we aimed to create something clear, concise, accessible, useful, actionable, realistic, and uniquely ours.

Our Goals

In order to achieve our vision and mission, we have identified the following strategic goals for the period April 2022 to March 2027

Consolidation and rejuvenation	
Goal 1:	We will continue to develop and deliver a high quality, innovative and person-centred Green Care service for adults with learning disabilities.
Goal 2:	We will continue to develop and demonstrate environmentally sustainable practices in the stewardship of our site and the delivery of our activities.
Growth and development	
Goal 3:	We will expand our services to fulfil unmet needs in our local community, supporting a broader range of beneficiaries and growing our impact.
Goal 4:	We will ensure our financial resilience and sustainability by enhancing our ways of working and pursuing initiatives and opportunities consistent with goals 1 – 3.



Our Earthworkers

Earthworks provides up to 60 regular weekly placements for adults with learning disabilities across the week. Some individuals attend more than one placement per week, with Earthworks supporting around 40 individuals. Referrals to Earthworks can be made by prospective Earthworkers, their carers or social care professionals, with the placements being commissioned under the umbrella of 'Community Opportunities' through Hertfordshire County Council's Adult Care Services (HCC ACS).



Our Gardeners



Earthworks provides social and therapeutic horticulture opportunities for people known as Gardeners who, unlike Earthworkers, do not have Care Act-eligible needs for supported activities. Our Gardeners might have acquired brain injuries, autism, mental ill-health or wellbeing needs and benefit from supported opportunities to enable connection with themselves and others in nature.

Gardeners are supported within our Growing Together and Garden Club projects to experience the benefits of social and therapeutic horticulture. Our Gardeners report experiencing community, belonging and acceptance, with one Gardener describing Earthworks

as **"a safe space with kind people where I can make mistakes and get back up and continue"**.



Our Volunteers

Earthworks is supported by volunteers in a range of roles across the organisation, including as trustees, support volunteers, events / markets volunteers, skills-based volunteers and expert consultants. We also benefit from the support of corporate volunteer days, whereby local businesses offer the time, enthusiasm and skills of their team members to support in our gardens or in a skills-based capacity.

Our volunteers give generously of their time, energy and talents and are the backbone of Earthworks. At our friends and families event in July, we celebrated our volunteers with a video presentation from our Earthworkers thanking them for their significant contributions and a poem of appreciation recited by Earthworker Paul.



Our Staff

Earthworks employs a small team of staff to meet the operational needs of the organisation. The CEO is supported by a team of dedicated and experienced staff members to manage, deliver and grow our services.

This year we welcomed Sara Lyons, Lorraine Hume and Julia Zlatohlavkova to our coordinator team, bringing with them a range of land-based, horticultural, arts & craft and communication skills to enhance our Earthworker experience and develop our services.

We also welcomed Carmen Nevado, former trustee and volunteer, into the maternity cover role of Business Development Manager, taking on some of the CEO's responsibilities during her maternity leave.



Community



Earthworks has been well supported by the local community through our programme of open days and workshops as well as our regular St Albans farmers market stall, site visits and our community engagement project. We were delighted to grow our connections this year with a number of community and faith groups, expanding opportunities for engagement in social and therapeutic horticulture for those in our local community.

Annual Open Days

Our Open Garden, Summer Fair and Winter Fair were well attended, with families engaging in our Step into Earthworks activity, enjoying refreshments in the gardens and perusing our plants and crafts for sale.



Folk by the Oak

We were delighted to be invited to deliver an inclusive activity at this year's Folk by the Oak festival in Hatfield. Earthworkers and volunteers joined us to run a wooden bauble decorating activity for festival-goers of all ages.



Community Showcase

We enjoyed connecting with the public and other local charities and organisations at St. Albans Cathedral's first Community Showcase. We look forward to growing these connections.



St Albans Fireworks Extravaganza

We were honoured to be selected as one of the two beneficiary charities for this year's St Albans Fireworks Extravaganza. Our team of volunteers supported with event marshalling on the night.





My Voice, Our Earthworks

Our *My Voice, Our Earthworks* project, funded by a Hertfordshire County Council User Voice Grant, allowed us to collaboratively redesign our systems for feedback collection, co-production and individual goal setting and monitoring.

Project Group Meetings are an opportunity for everyone at Earthworks to record their contributions, share ideas and help shape the development of Earthworks. These co-production forums are co-chaired by Earthworkers and have benefited from the purchase of a projector under this grant to enable a visual element. Our Project Group News document has been refreshed alongside this and is now more accessible to our community and available on the screen as a visual aid during meetings.

As part of this project we have extended our micro forest garden to co-create a larger forest garden area alongside our polytunnel, enabling Earthworkers to learn about forest gardening principles and to contribute to the design and co-creation of this garden.



Friends and Families Celebration



Our community shared an evening in the gardens, enjoying the fruits of their hard work. Earthworkers and Gardeners enjoyed showing their friends and families around the eco-gardens, with their individual plots being particularly show-stopping following the completion of our allotment renovations.

Our Earthworkers prepared presentations for the July event, some were delivered in-person and others via video, displayed using the new projector and screen, allowing those who shape the gardens and activities to share their experiences in their own voices.

Earthworks on Wheels

The Earthworks on Wheels project enables our Earthworkers to demonstrate and further develop their gardening skills in the community. This year the teams have been maintaining the grounds at Salisbury Lane Tennis Club and Age Concern Herts.

Earthworker Jonathan presented an overview of this project at our Friends and Families Celebration in July, sharing his experiences. Other Earthworkers contributed through video presentation expressing enjoyment and pride in their contributions to community spaces.



Thank you to our community



We are grateful for the support of many organisations and individuals in our wider community. Thank you all for supporting us to continue to nurture Earthworkers and expand our offer to new user groups this year.

Community	Corporates	Grant funders
- St Albans Cathedral Fireworks	- Brazier Freeth	- Abbey Mission
- Round Table St Albans	- Edding	- St Albans District Council
- Harpenden Golf Club	- Gilberts	- Hertfordshire County Council
- Fleetville Junior School	- Carpenters Nursery	- AKO Foundation
- St Albans Girls School	- Tony Gee	- The Co-op
- Sandringham School	- Ramen Electra	- Postcode Places Trust
- Samuel Ryder Academy	- B&Q St Albans	
- Tyttenhanger Green Parties Committee	- AXA XL	
- Harpenden Complimentary	- MFG	
Health	- Premier Foods	
- Gardeners' Forum St Albans	- Schneider Electric	
- Hardy Plant Society	- Wagamama St Albans	
- Masonic Lodges: Albanus	- Ashtons	
- The Big Half		
- St Albans Folk Festival		
- Hertswood Rotary		
- Friday Folk		
- College Street residents		
- Ramsbury Road Residents		

Harpenden Golf Club Charity of the Year



Earthworks was delighted to be selected as the Oct 2023 – Sept 2024 Captains' charity of the year for Harpenden Golf Club. The Club were keen to partner with Earthworks as a local charity that shares their values of sustainability and wellbeing through time spent outdoors and engaging in social activities.

The year of support concluded with a sell-out charity golf day, contributing to the total fundraising efforts of over £22k across members donations, connected community donations and direct club fundraising. These funds make a huge difference to us as a small charity and have enabled us to progress our market garden renovations as well as contributing to building and site development and maintenance plans.



Postcode Places Trust



Funds raised by players of People's Postcode Lottery and awarded by Postcode Places Trust are being spent across this and the next financial year. This unrestricted funding is hugely impactful, allowing us to invest in a number of developments including:

- reskinning our polytunnel (replacing broken plastic roofing to minimise heat loss);
- upgrading our IT hardware to ensure security, efficacy and efficiency;
- wildlife pond restoration;
- garden machinery upgrade to improve environmental sustainability.



Looking Forward

Moving into the 2025-26 year we have a number of exciting projects planned to support our Earthworkers and Gardeners in achieving their aspirations and in working towards our strategic goals, alongside celebrating our thirtieth anniversary year.

We are planning our thirtieth anniversary celebrations with our Earthworkers, Gardeners and volunteers to ensure that the year is marked in meaningful ways for each of our groups. Alongside celebrations we will be renovating a disused area of our eco-gardens to install a dye garden, bringing the new activity of fabric dyeing with plant-based dyes as well as creating a raised gardening space, increasing accessibility to the far end of our eco-gardens and installing flood mitigation measures.

Plans are underway to restore and extend our much loved cob hut, which has been used in recent years as storage space. Made from straw, sand and clay, this space has been used over the years as a warm workspace in the colder months and a welcome resting space. This newly refurbished area will be used as a restorative quiet space, a crafting space and when appropriate, a meeting space.

Through the use of permaculture principles we will continue our eco-gardens developments to meet the needs of current and future beneficiaries alongside creating spaces for nature to flourish. We will continue the ongoing sensitive restoration of the wildlife pond and will scope future projects that will further enhance our spaces.



Our thirtieth year is set to be one in which we celebrate all that has made Earthworks the natural space to grow for countless beneficiaries, volunteers and community members since 1995. Where people of all abilities learn and work together in nature.

Annual Accounts



For the year ended 31st March 2025

Accountants' report to the trustees on the unaudited financial statements of Earthworks St Albans.

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the financial statements of Earthworks St Albans for the year ended 31 March 2025 which comprise the statement of financial activities, the statement of changes in equity and the related notes from the company's accounting records and from information and explanations you have given us.

As a practicing member firm of the Institute of Chartered Accountants in England and Wales, we are subject to its ethical and other professional requirements which are detailed at <http://www.icaew.com/en/members/regulations-standards-and-guidance/>.

This report is made solely to the board of directors of Earthworks St Albans, as a body, in accordance with the terms of our engagement letter. Our work has been undertaken solely to prepare for your approval the financial statements of Earthworks St Albans and state those matters that we have agreed to state to the board of directors of Earthworks St Albans as a body, in this report in accordance with the ICAEW Technical Release 07/16 AAF. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Earthworks St Albans and its board of directors as a body for our work or for this report.

Respective responsibilities of the trustees and auditors

As described in the statement of trustees' responsibilities the company's directors (who also act as trustees for the charitable activities of Earthworks St Albans) are responsible for the preparation of the accounts, and they consider that the company is exempt from an audit. It is our responsibility to carry out procedures designed to enable us to report our opinion.

A large, stylized handwritten signature in black ink, appearing to be 'SH' with a large flourish.

Stephen Humphreys

16/12/25

Morgan Rose

Chartered Accountants and Statutory Auditors

37 Marlowes

Hemel Hempstead

Herts, HP1 1LD

Statement of financial activities (incorporating the income and expenditure account)



For the year ended 31 March 2025

	Notes	Unrestricted funds General £	Unrestricted funds Designated £	Restricted funds £	2025 Total £	2024 Total £
Incoming resources						
Incoming resources from generating funds:						
Voluntary income	2	90,497	-	21,545	112,042	60,774
Activities for generating funds	3	165,936	-	-	165,936	140,415
Investment income	4	10,137	-	-	10,137	5,031
Total incoming resources		266,570	-	21,545	288,116	206,220
Resources expended						
Purchases		2,453	-	1,852	4,305	7,366
Staff costs	6	173,821	-	25,286	199,107	189,209
Establishment costs		4,241	-	2,811	7,052	6,061
Motor and travelling expenses		2,786	-	-	2,786	2,909
Accountancy fees		1,953	-	1,758	3,710	3,713
Legal and professional fees		-	-	-	-	1,632
Communications and IT		1,040	-	308	1,348	1,381
Other office expenses		5,655	-	2,184	7,839	6,104
Depreciation and impairment		609	-	5,746	6,355	8,580
Transfer of funds		65,000	(65,000)	-	-	-
Total resources expended		257,558	(65,000)	39,944	232,503	226,955
Net income / (expense) for the year		9,012	65,000	(18,399)	55,613	(20,736)
Total funds brought forward		277,275	-	23,672	300,947	321,683
Total funds carried forward		286,287	65,000	5,273	356,560	300,947

Balance Sheet



As at 31 March 2025

		2025		2024	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	8		6,634		11,158
Current assets					
Debtors	9	17,799		16,163	
Cash at bank and in hand		334,687		275,576	
		<u>352,486</u>		<u>291,739</u>	
Creditors: amounts due within one year	10	<u>(2,560)</u>		<u>(1,950)</u>	
Net current assets			349,926		289,789
Net assets			<u>356,560</u>		<u>300,947</u>
Funds	11				
Restricted income funds			5,273		23,672
Unrestricted income funds—general			286,287		277,275
Unrestricted income funds—designated			65,000		-
Total funds			<u>356,560</u>		<u>300,947</u>

Trustees statements required by the Companies Act 2006 for the year ended 31 March 2025

In approving these financial statements as trustees of the company we hereby confirm:

(a) that for the year stated above the company was entitled to the exemption conferred by section 477 of the Companies Act 2006;

(b) that no notice has been deposited at the registered office of the company pursuant to section 476 of the Companies Act 2006 requesting that an audit be conducted for the year ended 31 March 2025.

(c) that we acknowledge our responsibilities for ensuring that the company keeps proper accounting records which comply with the requirements of the Act with respect to accounting records and the preparation of financial statements and

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

The financial statements were approved by the board on 13/12/2025 and signed on its behalf by

Peter Kordel

Treasurer / Trustee



1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

1.1 Basis of accounting

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 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through profit or loss.

The financial statements are prepared in sterling, which is the functional currency of the entity.

1.2 Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included. Gifts donated for resale are included as incoming resources within activities for generating funds when they are sold.

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable.

Income from investments is included in the year in which it is receivable.

1.3 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 comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes including the farmers market activity. 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.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Land and buildings	-	20% straight line
Plant and machinery	-	33% straight line
Fixtures, fittings and equipment	-	33% straight line
Motor vehicles	-	25% straight line



2. Voluntary income

	Unrestricted funds £	Restricted funds £	2025 Total £	2024 Total £
Donations & sponsorship	53,782	-	53,782	19,606
Grants receivable	36,715	21,545	58,260	41,167
	90,497	21,545	112,042	60,774

3. Activities for generating funds

	Unrestricted funds £	Restricted funds £	2025 Total £	2024 Total £
Earthworker fees	154,751	-	154,751	130,085
Fundraising events	5,786	-	5,786	5,228
Site sales	1,611	-	1,611	802
Farmers market	1,980	-	1,980	2,313
Miscellaneous income	1,808	-	1,808	1,987
	165,936	-	165,936	140,415

4. Investment income

	Unrestricted funds £	Restricted funds £	2025 Total £	2024 Total £
Bank interest receivable	10,137	-	10,137	5,031
	10,137	-	10,137	5,031

5. Net incoming resources for the year

	2025 £	2024 £
Net incoming resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	6,355	8,580
	6,355	8,580



6. Employees

Employment costs	2025 £	2024 £
Wages and salaries	197,849	188,150
Other costs	5,677	1,059
	<u>203,526</u>	<u>189,209</u>

No employee received emoluments of more than £60,000.

Number of employees

The average monthly numbers of employees during the year, calculated on the basis of full-time equivalents, was as follows:

	2025 Number	2024 Number
Employees	<u>6.5</u>	<u>6.9</u>

7. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

8. Tangible fixed assets

	Land and buildings freehold	Plant and machinery	Fixtures, fittings and equipment	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2024	215,352	30,693	45,769	29,152	320,966
Additions	-	-	1,830	-	1,830
At 31 March 2025	<u>215,352</u>	<u>30,693</u>	<u>47,599</u>	<u>29,152</u>	<u>322,796</u>
Depreciation					
At 1 April 2024	210,575	30,693	39,387	29,152	309,807
Charge for the year	2,492	-	3,863	-	6,355
At 31 March 2025	<u>213,067</u>	<u>30,693</u>	<u>43,250</u>	<u>29,152</u>	<u>316,162</u>
Net book values					
At 31 March 2025	<u>2,285</u>	<u>-</u>	<u>4,349</u>	<u>-</u>	<u>6,634</u>
At 31 March 2024	<u>4,777</u>	<u>-</u>	<u>6,381</u>	<u>-</u>	<u>11,158</u>



9. Debtors

	2025	2024
	£	£
Trade debtors	17,799	16,163
	<hr/>	<hr/>

10. Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	610	-
Accruals and deferred income	1,950	1,950
	<hr/>	<hr/>
	2,560	1,950
	<hr/>	<hr/>

11. Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Fund balances at 31 March 2025 as represented by:			
Tangible fixed assets	1,495	5,139	6,634
Current assets	352,352	134	352,486
Current liabilities	(2,560)	-	(2,560)
	<hr/>	<hr/>	<hr/>
	351,287	5,273	356,560
	<hr/>	<hr/>	<hr/>

**12. Unrestricted funds**

	At 1 April 2024 £	Incoming resources £	Outgoing resources £	At 31 March 2025 £
Unrestricted funds—general	277,275	266,570	(257,558)	286,287
Unrestricted funds—designated	-	-	65,000	65,000
	<hr/>	<hr/>	<hr/>	<hr/>

13. Restricted funds

	At 1 April 2024 £	Incoming resources £	Outgoing resources £	At 31 March 2025 £
Restricted funds	23,672	29,545	(39,944)	5,273
	<hr/>	<hr/>	<hr/>	<hr/>

14. Company limited by guarantee

Earthworks St Albans is a company limited by guarantee and accordingly does not have a share capital. Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.



Earthworks St Albans, Hixberry Lane, St Albans, Hertfordshire AL4 0TZ

www.earthworksstalbans.co.uk

01727 847311

Registered charity number 1067139

Company Limited by Guarantee 03307683



EARTHWORKS ST. ALBANS

England & Wales - Charity number 1067139

Accounts



Annual Report

Including Trustees' report and financial statements

2023/24



Earthworks St Albans

Registered charity number 1067139

Company Limited by Guarantee 03307683



Foreword

Bianca May (nee Badham), CEO



A year of returning to our full identity, 2023-24 has seen the return of the last of our paused activities post-Covid. It has been a pleasure to return our usual public events to the calendar, alongside new projects and collaborations. We've continued to grow opportunities for groups and individuals to get involved with Earthworks' activities and enjoy the benefits of social and therapeutic horticulture in our eco-gardens.

As we continue in our consolidation and growth phase, we operate in a challenging environment of rising costs of staffing, goods and services. This is alongside a forecast income reduction from local authority commissioned services and a more competitive landscape for charity fundraising. Our journey towards diversification of services and funding is projected to see us operate at a loss for a significant period of our current 5-year strategy. This managed approach enables us to provide new initiatives with the resources they need to establish. Returning to our full scope of operations post-pandemic and diversifying to meet wider community needs without risking the quality of our core service delivery takes time and resources and investing in this now will ensure the future sustainability of the charity. The Board are investing in this process with a managed use of reserves projected over the coming years to enable operations to focus on consolidation and growth towards a sustainable future.

James Burstow, Chair of Trustees May 2020—June 2024

Having joined the Board of Trustees in 2018, James Burstow stood down from his role as Chair and trustee in June 2024 and remains a volunteer at Earthworks' events and an active part of our community. He reflected on the 2023-24 year and his tenure before his departure:

In continuing the implementation of our five-year strategy (2022 – 2027), we held two inspirational joint strategic meetings between staff and trustees. Joint working brings many benefits that add value to what we can all individually bring to Earthworks.

We seem to be living through difficult times. Helen Stephenson, CEO of The Charity Commission recently stated the following:

“The role, value and importance of charities in our society continues to rise. The difference charities make in our communities and all of our lives is immeasurable, and it is growing.

Our society needs large, well resourced, efficient and effective cancer research charities.

And we need small, volunteer led organisations working in our communities that have no ambition to 'scale up' or grow.”

The Chair can be thought of as the conductor of an orchestra whose job it is to bring different talents together, to create a brilliant ensemble. I have endeavoured to meet the full expectations of trusteeship, as a steward of Earthworks' mission. Thank you so much to all the trustees (past and present), Bianca and staff with whom I have worked during my time as Chair.

I am proud to have served this wonderful Charity as Trustee and Chair, and I look forward to seeing it continue to thrive through the joint hard work of Earthworkers, staff, volunteers, trustees and supporters. I am delighted that my successor as Chair will be Philip Leach who many of you will already know as both a trustee and volunteer.



Legal and administrative information




Earthworks St Albans (A company limited by guarantee)		
Charity number	1067139	
Company registration number	03307683	
Address and registered office	Earthworks Hixberry Lane St Albans Herts AL4 0TZ	
Trustees	James Edward Burstow Carmen Nevado Angela Pankhurst Mary Elizabeth Webb Peter Kordel Rebecca Sumner Smith Philip Royston Leach David Douglas Cole Judith Celia Olive Carruthers	Resigned 04/06/2024 Resigned 24/09/2024 Resigned 19/09/2023 Appointed 19/09/2023
Accountants	Morgan Rose 37 Marlowes Hemel Hempstead Herts HP1 1LD	

The trustees present their report and the financial statements for the year ended 31 March 2024. The trustees, who are also directors of Earthworks St Albans for the purposes of company law and who served during the year and up to the date of this report are set out on page 3.



Purpose and Aims

Our charity's purposes - consistent with the objects contained in the company's constitution - are to:

-  **Benefit the public by fostering communities and inclusion.**
-  **Focus on those with learning disabilities or mental health problems.**
-  **Provide learning and meaningful work opportunities in horticulture and land-based skills at our 3.5 acre eco-site and in the wider community.**

We aim to use green care to nurture people to develop skills, build confidence, boost health and wellbeing and promote inclusion.

Structure, Governance and Management

Earthworks is a registered charity and a company limited by guarantee. It has a Board of Trustees that is responsible for the overall governance and strategic direction of the charity, its financial health, the probity of its activities and developing the organisation's aims, objectives and goals in accordance with the charity's memorandum and articles of association and legal guidelines. The Board uses the Charity Governance Code for small charities to ensure good governance.

The current Board is made up of volunteers with a range of different backgrounds, professional experience and expertise to enable the Board to govern effectively. Trustees are all volunteers and receive no payment. Nominations for Trustees are made to the Board for approval. Trustees are supported through an induction programme and Earthworks welcomes local applicants from the community and encourages people from diverse backgrounds to join the Board.

Trustee meetings are held approximately every 6-8 weeks. The CEO attends the Board meetings, contributes progress reports and work with Trustees on the strategic plan. The Board delegates operational responsibilities to the CEO. Our service users (Earthworkers & Gardeners) and volunteers are able to contribute their ideas and feedback at quarterly Project Group Meetings.

Results

The results for the year are set out in the statement of financial activities on page 15.

The trustees consider the net movement of funds to be satisfactory.

Equal Opportunities

As responsible employers, the trustees have approved a number of policies relating to equal opportunities, health and safety. These policies are reviewed at least annually.

Reserves Policy The trustees will review the policy annually.

The trustees have agreed a policy whereby funds not committed or invested in tangible fixed assets held by the company should be maintained at a level sufficient to pay operational costs for one year. This amounts to £237k, after applying an inflationary uplift (rpi at 31 Mar '24) to the year's costs. Reserves provide funds for working capital (receiving income later than costs are incurred), and essential replacement and refurbishment of fixed assets. They also provide funding for costs in the event of needing to significantly change or curtail our service offering due to major contract changes.

Importantly, our reserves also provide for strategic investment. The combination of cost inflation, recent income reduction, and a challenging fundraising environment, results in a forecast that Earthworks will run a deficit for the next two years. Our reserves allow us to bear deficit while staff work on developing new and diverse income streams which are consistent with our strategy and will allow the company to cover its costs going forward. As at 31 March 2024, the actual reserves are £266k (£281k at 31/03/23) which exceeds the stated reserves policy by £29k. The trustees feel this is appropriate given the level of uncertainty, and our ambition to carry out further refurbishment and replacement of assets where our fundraising falls short of requirements.

Risk Review

The trustees have considered the risks to which the charity is exposed, and have established systems for mitigating those risks. External risks have been minimised by the adoption of an ongoing monthly review and appraisal policy, which includes a policy for securing funds from a wide range of sources. Internal risks are minimised by implementing procedures for authorising transactions, projects, and to ensure consistent delivery for all operational aspects of the charity. The trustees will review these procedures periodically.

Related Party Transactions

There were no related party transactions during the year (none in 2024).

Political and Charitable Contributions

The company made no political or charitable contributions during the year.

Safeguarding

Safeguarding the Earthworks operation is a governance priority for the Trustees. The Earthworks CEO Bianca May is the designated Safeguarding lead. Our fundamental belief is that everyone at Earthworks - our Earthworkers, staff, volunteers and our visitors - has the right to feel safe and protected from any kind of abuse. We review our safeguarding policy and training plan annually.

Public Benefit Disclosure

The Board has referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. The trustees refer to public benefit throughout this report.

Statement of trustees' responsibilities

The trustees (who are also directors of Earthworks St Albans for the purpose of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 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 charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

On behalf of the board

 26/11/2024
Peter Kordel, Treasurer/Trustee





Who we are

We support people with learning disabilities - known as Earthworkers – alongside dedicated volunteers to manage 3.5 acres of beautiful eco-gardens in St Albans. Together we grow produce and plants using organic principles, and build wildlife habitats. Our purposeful activity develops skills, builds confidence, boosts health and well-being. We champion social inclusion and sustainability.

We use the recognised, evidence-based, holistic model of social and therapeutic horticulture in our provision of Green Care. Our work is person-centred and goals-based focussing on co-production and skills development. Through purposeful activity in natural spaces we support and enable Earthworkers to exercise choice and work towards achieving their aspirations.

Vision: the future we aspire to create

People of all abilities learning and working together in nature.

Mission: our role creating that future

Empowering people to connect with the natural world, each other and the wider community through social and therapeutic horticulture and nature-based activities.

Values: the heart of our approach

Our work is person-centred, and as such Earthworks has always worked to create an inclusive and welcoming environment. Earthworks is a compassionate organisation which holds sustainability as a core aim.

Our Strategic Plan 2022—2027: an overview

Our five-year plan was developed against the backdrop of the global pandemic, a period of great challenge to everyone - and especially for the most vulnerable of us in society. Yet, despite the challenges there is much to celebrate. Throughout this period we have seen the incredible resilience of our Earthworks community, and been humbled by the considerable support we have received from individuals, local businesses and organisations in our wider community. Our gardens have continued to nurture the wellbeing of our Earthworkers, staff and volunteers alike, and digital innovations have brought the benefits of social and therapeutic horticulture and nature appreciation into the homes of those who could not be with us on site.

As we look to our next five years, we do so confident in the strength of our community to continue to grow through the pandemic and beyond. We see the coming years as a period of both rejuvenation and growth, building on the success of our existing work to support an even wider group of those who could benefit from Earthworks' support. In line with our organisational values, our Earthworkers are co-creators in this planning, and through regular meetings have a strong say in which projects we undertake. This is just one way ensure we are most effectively meeting the needs of the populations we exist to support. We hope to do so for many years to come.

In line with our values, our strategy was developed inclusively and collaboratively, involving key groups in our community. This strategy builds on previous strategic planning undertaken by the Earthworks team and board. It was developed through a series of conversations and workshops in 2021 and 2022, including contributions from Earthworkers, staff, volunteers and trustees. In developing our strategy, we aimed to create something clear, concise, accessible, useful, actionable, realistic, and uniquely ours.

Our Goals

In order to achieve our vision and mission, we have identified the following strategic goals for the period April 2022 to March 2027

Consolidation and rejuvenation	
Goal 1:	We will continue to develop and deliver a high quality, innovative and person-centred Green Care service for adults with learning disabilities.
Goal 2:	We will continue to develop and demonstrate environmentally sustainable practices in the stewardship of our site and the delivery of our activities.
Growth and development	
Goal 3:	We will expand our services to fulfil unmet needs in our local community, supporting a broader range of beneficiaries and growing our impact.
Goal 4:	We will ensure our financial resilience and sustainability by enhancing our ways of working and pursuing initiatives and opportunities consistent with goals 1 – 3.



Our Earthworkers

Earthworks provides up to 60 regular weekly placements for adults with learning disabilities across the week. Some individuals attend more than one placement per week, with Earthworks currently supporting 41 individuals. Referrals to Earthworks can be made by prospective Earthworkers, their carers or social care professionals, with the placements being commissioned under the umbrella of 'Community Opportunities' through Hertfordshire County Council's Adult Care Services (HCC ACS).



Our Gardeners

Earthworks provides social and therapeutic horticulture opportunities for people known as Gardeners who, unlike Earthworkers, do not have Care Act-eligible needs for supported activities. Our Gardeners might have acquired brain injuries, autism, mental ill-health or wellbeing needs and benefit from supported opportunities to enable connection with themselves and others in nature.

Gardeners are supported within our Growing Together and Garden Club projects to experience the benefits of social and therapeutic horticulture. Our Gardeners report experiencing community, belonging and acceptance, with one Gardener describing Earthworks as **"a safe space with kind people where I can make mistakes and get back up and continue"**.



Our Volunteers



Earthworks is supported by volunteers in a range of roles across the organisation, including as trustees, support volunteers, events / markets volunteers, skills-based volunteers and expert consultants. We also benefit from the support of corporate volunteer days, whereby local businesses offer the time, enthusiasm and skills of their team members to support in our gardens or in a skills-based capacity.

Our volunteers give generously of their time, energy and talents and are the backbone of Earthworks. During Volunteers' Week 2023 we thanked our dedicated volunteers for their considerable contributions to Earthworks and for the difference they make in the lives and experiences of our Earthworkers and Gardeners. We offered our thanks with handmade cards created by our Earthworkers and an appreciation board to celebrate the contributions of this team of wonderful individuals.



Our Staff

Earthworks employs a small team of staff to meet the operational needs of the organisation. The CEO is supported by a team of dedicated and experienced staff members to manage, deliver and grow our services.

In June 2023 we welcomed Liz McElroy into the new role of Care and Support Manager. As a horticultural therapist with over a decade of experience leading social and therapeutic horticulture services in Hertfordshire, Liz will be developing our Earthworker services to meet the changing needs of individuals as well as developing opportunities for new groups as we continue to build our social and therapeutic horticulture offers in the local community. Liz is supported in delivering our services by a team of coordinators who bring a range of skills and experience to support our beneficiaries.





Community

We were delighted to be able to return to our full programme of community activities in 2023-24 following the removal of the final Covid-19 restrictions in care and support services in December 2022. We were well supported by the local community when we re-launched our annual Spring Open Garden, Summer Fair, Winer Fair and willow wreath making workshops as well as our one-off SustFest Eco-Gardens Open Evening.

Annual Open Days

Our Open Garden, Summer Fair and Winter Fair were well attended, with families engaging in our Big Bug Hunt, enjoying refreshments in the gardens and perusing our plants and crafts for sale.



Eco-Gardens Community Open Evening

In collaboration with The Cobbled Kitchen, for SustFest 2023 we welcomed visitors to the gardens for a mindful evening of ephemeral art creation, alongside a sustainable cooking Q&A.



Willow wreath making workshops

We were delighted to re-start our wreath-making workshops in 2023, welcoming individuals to create hand-woven and decorated wreaths to celebrate sustainable practices and traditional skills.



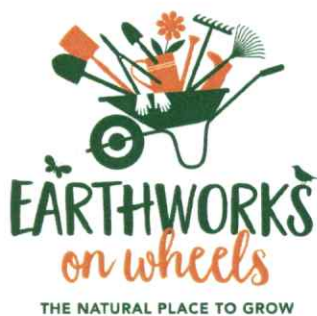
St Albans GreenArt Trail

A selection of photographs taken in our gardens by Earthworkers and Gardeners were selected for the GreenArt Trail, with images displayed around the town by the St Albans Arts Team.





Earthworks on Wheels



The Earthworks on Wheels project enables our Earthworkers to demonstrate and further develop their gardening skills in the community. This year the teams have been maintaining the grounds at Salisbury Lane Tennis Club, as well as supporting local homelessness charity, Open Door, by renovating their gardens.

In this second year of our partnership with Salisbury Lane Tennis Club, their chairman has reported: ***“It is a pleasure to see the Earthworkers team here once a week and the enjoyment they gain from the Club environment and their work maintaining our grounds. The landscape environment at STC is key to the character and atmosphere of the Club which reinforces the importance of Earthworks' role with us.”***

Project Group Meetings

Our quarterly Project Group Meetings are an opportunity for everyone at Earthworks to record their contributions, share ideas and help shape the development of Earthworks. These co-production forums are co-chaired by Earthworkers and continuously developed to meet the needs of our groups in sharing their contributions. In March 2024 we were successful in securing a Hertfordshire County Council User Voice Grant to further develop these forums through the purchase of display screen equipment alongside a wider re-development project.



HCPA Gold Membership

In 2023-24 Earthworks achieved Hertfordshire Care Providers Association (HCPA) Gold Membership, demonstrating a commitment to leadership development and quality assurance.

Inspection framework: PAMMS ‘Good’

As a provider on Herts County Council’s (HCC) Community Opportunities Framework, Earthworks now receives an annual inspection using the East of England PAMMS (Provider Assessment and Market Management Solution) monitoring system. Earthworks received our PAMMS inspection in July 2023 and achieved a ‘Good’ rating.

Earthworks strives for continuous improvement and development of our care and support services and works closely with HCC commissioners, monitoring officers and representatives to understand the changing landscape of care and support and to develop our services to meet the needs of individuals.

Thank you to our community



We are grateful for the support of many organisations and individuals in our wider community. Thank you all for supporting us to continue to nurture Earthworkers and expand our offer to new user groups this year.

Community	Corporates	Grant funders
- St Albans Cathedral Fireworks	- Taylor Walton	- Abbey Mission
- Round Table St Albans	- Selectaglaze	- St Albans District Council
- Harpenden Golf Club	- Intelligent People	- Hertfordshire County Council
- Rotary Club of Verulamium	- Tony Gee	- Locality budget grants
- Gardeners' Forum St Albans	- Hertfordshire Garden Centre	- Hertfordshire Community Foundation
- Hardy Plant Society	- Nottcutts St Albans	- The Neighbourly Charitable Trust
- Common People Indie Nights	- AXA XL	- Coca-Cola
- Masonic Lodges: Romeland & St Nicholas	- Moore Kingston Smith	- The Co-op
- The Big Half	- MFG	- The Childwick Trust
- Individuals' challenge events	- Premier Foods	
- Samuel Ryder Academy	- Wickes	
- St Albans Folk Festival		
- St Bartholomew's RC Church		
- Hertswood Rotary		



Harpenden Golf Club Charity of the Year

Earthworks is delighted to be selected as the Oct 2023 – Sept 2024 Captains' charity of the year for Harpenden Golf Club. The Club were keen to partner with Earthworks as a local charity that shares their values of sustainability and wellbeing through time spent outdoors and engaging in social activities. Although the central fundraising total will not be transferred until the end of the partnership, the members' direct donations have already benefited the Earthworks community, enabling progression of accessibility developments in our Market Garden. We have been bowled over by the support of Harpenden Golf Club's members and we are looking forward to working further with the Club, Captains and members throughout the year.

Community Engagement Project



As part of our community engagement project ahead of our next round of Garden Clubs, we have been collaborating with local groups within our community to understand the range of wellbeing and health needs that individuals and groups experience. We aim to learn how we can adapt our offer to engage a wider scope of individuals through our Garden Clubs and other community offers.



Looking Forward

Moving into the 2024-25 year we have a number of exciting projects planned to support our Earthworkers and Gardeners in achieving their aspirations and in working towards our strategic goals.

We will be rolling out our My Voice, Our Earthworks project, investing in our display screen equipment and improving our systems and processes for co-production and goal setting & monitoring. This will run alongside an education and co-creation project, installing a new forest garden in line with feedback from our Project Group Meetings.

We will be putting the learning in place from our community engagement project and look forward to adjusting our Garden Clubs to meet further need in our community.

We will be concluding our allotment renovations early in 2024, with the final installation of rubber grass matting, to ensure the space is accessible year-round. We are planning habitat renovation works in and around our wildlife pond, taking a sensitive approach to balance aesthetics and safety alongside wildlife conservation and ecosystem health.



In 2025 Earthworks will celebrate our 30th year of *people of all abilities learning and working together in nature*. We are looking forward to scoping ideas with our Earthworkers, Gardeners, volunteers and staff to develop initiatives that celebrate Earthworks internally and with our wider community. We will be developing a space in our gardens to mark this anniversary and continue to improve our facilities for those who will benefit from Earthworks both now and in years to come.

Annual Accounts



For the year ended 31st March 2024

Accountants' report to the trustees on the unaudited financial statements of Earthworks St Albans.

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the financial statements of Earthworks St Albans for the year ended 31 March 2024 which comprise the statement of financial activities, the statement of changes in equity and the related notes from the company's accounting records and from information and explanations you have given us.

As a practicing member firm of the Institute of Chartered Accountants in England and Wales, we are subject to its ethical and other professional requirements which are detailed at <http://www.icaew.com/en/members/regulations-standards-and-guidance/>.

This report is made solely to the board of directors of Earthworks St Albans, as a body, in accordance with the terms of our engagement letter. Our work has been undertaken solely to prepare for your approval the financial statements of Earthworks St Albans and state those matters that we have agreed to state to the board of directors of Earthworks St Albans as a body, in this report in accordance with the ICAEW Technical Release 07/16 AAF. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Earthworks St Albans and its board of directors as a body for our work or for this report.

Respective responsibilities of the trustees and auditors

As described in the statement of trustees' responsibilities the company's directors (who also act as trustees for the charitable activities of Earthworks St Albans) are responsible for the preparation of the accounts, and they consider that the company is exempt from an audit. It is our responsibility to carry out procedures designed to enable us to report our opinion.

A large, stylized handwritten signature in black ink, appearing to read 'SH'.

14/12/24

Stephen Humphreys

Morgan Rose

Chartered Accountants and Statutory Auditors

37 Marlowes

Hemel Hempstead

Herts, HP1 1LD

Statement of financial activities (incorporating the income and expenditure account)



For the year ended 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total £	2023 Total £
Incoming resources					
Incoming resources from generating funds:					
Voluntary income	2	20,106	40,667	60,774	77,098
Activities for generating funds	3	140,415	-	140,415	138,325
Investment income	4	5,031	-	5,031	2,980
Total incoming resources		165,552	40,667	206,220	218,403
Resources expended					
Purchases		2,147	5,218	7,366	6,591
Staff costs	6	167,411	21,798	189,209	193,017
Establishment costs		3,659	2,402	6,061	6,970
Motor and travelling expenses		2,387	523	2,909	1,510
Accountancy fees		3,713	-	3,713	3,642
Legal and professional fees		1,632	-	1,632	984
Communications and IT		1,219	162	1,381	1,363
Other office expenses		4,508	1,596	6,104	6,964
Depreciation and impairment		618	7,962	8,580	15,522
Total resources expended		187,295	39,661	226,955	236,562
Net income / (expense) for the year		(21,742)	1,007	(20,736)	(18,158)
Total funds brought forward		299,017	22,666	321,683	339,842
Total funds carried forward		277,274	23,672	300,947	321,683

Balance Sheet



As at 31 March 2024

		2024		2023	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	8		11,158		17,529
Current assets					
Debtors	9	16,163		18,990	
Cash at bank and in hand		275,576		287,115	
		<u>291,739</u>		<u>306,105</u>	
Creditors: amounts due within one year	10	<u>(1,950)</u>		<u>(1,950)</u>	
Net current assets			289,789		304,155
Net assets			<u>300,947</u>		<u>321,683</u>
Funds	11				
Restricted income funds			23,672		22,666
Unrestricted income funds			277,274		299,017
Total funds			<u>300,947</u>		<u>321,683</u>

Trustees statements required by the Companies Act 2006 for the year ended 31 March 2024

In approving these financial statements as trustees of the company we hereby confirm:

- that for the year stated above the company was entitled to the exemption conferred by section 477 of the Companies Act 2006;
- that no notice has been deposited at the registered office of the company pursuant to section 476 of the Companies Act 2006 requesting that an audit be conducted for the year ended 31 March 2024.
- that we acknowledge our responsibilities for ensuring that the company keeps proper accounting records which comply with the requirements of the Act with respect to accounting records and the preparation of financial statements and

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

The financial statements were approved by the board on 26/11/2024 and signed on its behalf by

Peter Kordel
Treasurer / Trustee



1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

1.1 Basis of accounting

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 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through profit or loss.

The financial statements are prepared in sterling, which is the functional currency of the entity.

1.2 Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included. Gifts donated for resale are included as incoming resources within activities for generating funds when they are sold.

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable.

Income from investments is included in the year in which it is receivable.

1.3 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 comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes including the farmers market activity. 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.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Land and buildings	-	20% straight line
Plant and machinery	-	33% straight line
Fixtures, fittings and equipment	-	33% straight line
Motor vehicles	-	25% straight line



2. Voluntary income

	Unrestricted funds £	Restricted funds £	2024 Total £	2023 Total £
Donations	19,606	-	19,606	41,158
Grants receivable	500	40,667	41,167	35,941
	<u>22,106</u>	<u>40,667</u>	<u>60,774</u>	<u>77,098</u>

3. Activities for generating funds

	Unrestricted funds £	Restricted funds £	2024 Total £	2023 Total £
Earthworker fees	130,085	-	130,085	134,179
Fundraising events	5,228	-	5,228	-
Site sales	802	-	802	442
Farmers market	2,313	-	2,313	2,189
Miscellaneous income	1,987	-	1,987	1,514
	<u>140,415</u>	<u>-</u>	<u>140,415</u>	<u>138,325</u>

4. Investment income

	Unrestricted funds £	Restricted funds £	2024 Total £	2023 Total £
Bank interest receivable	5,031	-	5,031	2,980
	<u>5,031</u>	<u>-</u>	<u>5,031</u>	<u>2,980</u>

5. Net incoming resources for the year

	2024 £	2023 £
Net incoming resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	8,580	15,522
	<u>8,580</u>	<u>15,522</u>



6. Employees

Employment costs	2024	2023
	£	£
Wages and salaries	188,150	190,076
Other costs	1,059	2,941
	<u>189,209</u>	<u>193,017</u>

No employee received emoluments of more than £60,000.

Number of employees

The average monthly numbers of employees during the year, calculated on the basis of full-time equivalents, was as follows:

	2024	2023
	Number	Number
Employees	<u>6.9</u>	<u>7.1</u>

7. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

8. Tangible fixed assets

	Land and buildings freehold	Plant and machinery	Fixtures, fittings and equipment	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2023	215,352	30,693	43,560	29,152	318,757
Additions	-	-	2,209	-	2,209
At 31 March 2024	<u>215,352</u>	<u>30,693</u>	<u>45,769</u>	<u>29,152</u>	<u>320,966</u>
Depreciation					
At 1 April 2023	208,084	30,693	33,299	29,152	301,228
Charge for the year	2,491	-	6,088	-	8,579
At 31 March 2024	<u>210,575</u>	<u>30,693</u>	<u>39,387</u>	<u>29,152</u>	<u>309,807</u>
Net book values					
At 31 March 2024	<u>4,777</u>	<u>-</u>	<u>6,381</u>	<u>-</u>	<u>11,158</u>
At 31 March 2023	<u>7,268</u>	<u>-</u>	<u>10,261</u>	<u>-</u>	<u>17,529</u>



9. Debtors

	2024	2023
	£	£
Trade debtors	16,163	18,990

10. Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	-	-
Other taxes and social security	-	-
Accruals and deferred income	1,950	1,950
	<u>1,950</u>	<u>1,950</u>

11. Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Fund balances at 31 March 2024 as represented by:			
Tangible fixed assets	671	10,485	11,156
Current assets	278,553	13,187	291,741
Current liabilities	(1,950)	-	(1,950)
	<u>277,274</u>	<u>23,672</u>	<u>300,947</u>



12. Unrestricted funds

	At 1 April 2023 £	Incoming resources £	Outgoing resources £	At 31 March 2024 £
Unrestricted funds	299,017	165,552	(187,295)	277,274

13. Restricted funds

	At 1 April 2023 £	Incoming resources £	Outgoing resources £	At 31 March 2024 £
Restricted funds	22,666	40,667	(39,661)	23,672

14. Company limited by guarantee

Earthworks St Albans is a company limited by guarantee and accordingly does not have a share capital. Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.



Earthworks St Albans, Hixberry Lane, St Albans, Hertfordshire AL4 0TZ

www.earthworksstalbans.co.uk

01727 847311

Registered charity number 1067139

Company Limited by Guarantee 03307683



EARTHWORKS ST. ALBANS

England & Wales - Charity number 1067139

Accounts



Annual Report

Including Trustees' report and financial statements

2022/23



Earthworks St Albans

Registered charity number 1067139

Company Limited by Guarantee 03307683



Foreword

Bianca May (nee Badham), CEO



A year of consolidation and growth. During 2022 we saw further reductions in the local authority's Covid-19 restrictions that were in place for community care providers, allowing us to start to return to a wider scope of our usual activities. Alongside our journey back to more usual operations, we successfully initiated new projects meeting the needs of a wider range of beneficiaries including those with acquired brain injuries and non-Care Act eligible needs, as well as individuals experiencing mental ill-health or wellbeing needs. As a very small staff team, we experienced the challenges of bringing on board and inducting new team-members alongside the increased resource demands of expanding our operations. We were delighted to be able to retain our outgoing experienced staff as casual sessional workers or volunteers and re-directed resources to developing the skills of our new team-members and re-structuring our staffing to meet the immediate and future needs of the organisation. In order to move forward from a strong base, we adjusted the time-lines of some planned developments including digitisation of support monitoring and increasing Earthworker capacity, allowing us to focus on consolidating our core and expanding our beneficiary scope in line with our strategic goals.

Our work towards consolidation and growth has been in a context of rising costs of staffing, goods and services and forecast income reduction from our local authority commissioned services as a result of reduced service user hourly rates. Our journey towards diversification of services and funding is projected to see us operate at a loss for a significant period of our current 5-year strategy. This managed approach enables us to provide new initiatives with the resources they need to establish. Returning to our full scope of operations post-pandemic and diversifying to meet wider community needs without risking the quality of our core service delivery takes time and resources and investing this now will ensure the future sustainability of the charity. The Board are investing in this process, with a managed use of reserves projected over the coming years to enable operations to focus on consolidation and growth towards a sustainable future.

James Burstow, Chair of Trustees

The Board of Trustees continues to grow and develop. In the year ending March 2023 there was only one resignation as Nina Vinther resigned due to other pressures. Nina was a Young Trustee and the Board benefitted enormously from her diverse views and approach to her work. In the year ending March 2023 we welcomed Judith Carruthers as a Potential Trustee, who has recently formally joined the Board. Moving into 2023-24 we said goodbye to Rebecca Sumner Smith, who made a significant contribution to Earthworks in her time as a trustee and was instrumental in facilitating our strategy development.



We've continued to develop our five-year strategy, prioritising and progressing our goals and objectives. I'm pleased to say that due to hard work of the staff team, and support from volunteers, we're on track. In order to make the Strategy successful the Board have been supporting Bianca in her efforts to secure the staff structure that Earthworks needs during changing times.

It has been so good to see Earthworks returning to welcoming visitors back on site. The Board are also delighted that our inspection by Herts County Council in 2022 was so positive.

My thanks as always to my fellow Trustees; Bianca and all our staff, Earthworkers, volunteers and supporters. Teamwork makes the dream work!



Legal and administrative information

Earthworks St Albans
(A company limited by guarantee)



Charity number 1067139

Company registration number 03307683

Address and registered office
Earthworks
Hixberry Lane
St Albans
Herts
AL4 0TZ

Trustees

James Edward Burstow	
Carmen Nevado	
Angela Pankhurst	
Mary Elizabeth Webb	
Peter Kordel	
Nina Mai Vinther	Resigned 31/05/2022
Rebecca Sumner Smith	Resigned 19/09/2023
Philip Royston Leach	
David Douglas Cole	
Judith Celia Olive Carruthers	Appointed 19/09/2023

Accountants




Morgan Rose
37 Marlowes
Hemel Hempstead
Herts
HP1 1LD

The trustees present their report and the financial statements for the year ended 31 March 2023. The trustees, who are also directors of Earthworks St Albans for the purposes of company law and who served during the year and up to the date of this report are set out on page 3.



Purpose and Aims

Our charity's purposes - consistent with the objects contained in the company's constitution - are to:

-  **Benefit the public by fostering communities and inclusion.**
-  **Focus on those with learning disabilities or mental health problems.**
-  **Provide learning and meaningful work opportunities in horticulture and land-based skills at our 3.5 acre eco-site and in the wider community.**

We aim to use green care to nurture people to develop skills, build confidence, boost health and well-being and promote inclusion.

Structure, Governance and Management

Earthworks is a registered charity and a company limited by guarantee. It has a Board of Trustees that is responsible for the overall governance and strategic direction of the charity, its financial health, the probity of its activities and developing the organisation's aims, objectives and goals in accordance with the charity's memorandum and articles of association and legal guidelines. The Board uses the Charity Governance Code for small charities to ensure good governance.

The current Board is made up of volunteers with a range of different backgrounds, professional experience and expertise to enable the Board to govern effectively. Trustees are all volunteers and receive no payment. Nominations for Trustees are made to the Board for approval. Trustees are supported through an induction programme and Earthworks welcomes local applicants from the community and encourages people from diverse backgrounds to join the Board.

Trustee meetings are held approximately every 6-8 weeks. The CEO attends the Board meetings, contributes progress reports and work with Trustees on the strategic plan. The Board delegates operational responsibilities to the CEO. Our service users (Earthworkers & Gardeners) and volunteers are able to contribute their ideas and feedback at quarterly Project Group Meetings.

Results

The results for the year are set out in the statement of financial activities on page 17.

The trustees consider the net movement of funds to be satisfactory.

Equal Opportunities

As responsible employers, the trustees have approved a number of policies relating to equal opportunities, health and safety. These policies are reviewed at least annually.

Reserves Policy

The trustees have agreed a policy whereby funds not committed or invested in tangible fixed assets held by the company should be maintained at a level sufficient to pay staff costs for one calendar year. This simple formula provides funds for working capital (receiving income later than costs are incurred), and replacement and refurbishment of fixed assets. It also provides funding for an estimated 6 months of operational costs in the extreme event of needing to wind up the company due to loss of major contracts. Importantly, our reserves also provide for strategic investment. The combination of cost inflation, recent income reduction, and a challenging fund raising environment, means that Earthworks may run at a deficit for the next few years. Our reserves allow us to bear deficit while staff work on developing new and diverse income streams which are consistent with our strategy and will allow the company to cover its costs going forward. As at 31 March 2023, the actual reserves are £281k and this exceeds the formula in the 2022/2023 stated reserves policy. The trustees feel this is appropriate given the demands on our reserves outlined.

Risk Review

The trustees have considered the risks to which the charity is exposed, and have established systems for mitigating those risks. External risks have been minimised by the adoption of an ongoing monthly review and appraisal policy, which includes a policy for securing funds from a wide range of sources. Internal risks are minimised by implementing procedures for authorising transactions, projects, and to ensure consistent delivery for all operational aspects of the charity. The trustees will review these procedures periodically.

Related Party Transactions

There were no related party transactions during the year (none in 2022).

Political and Charitable Contributions

The company made no political or charitable contributions during the year.

Safeguarding

Safeguarding the Earthworks operation is a governance priority for the Trustees. The Earthworks CEO Bianca Badham is the designated Safeguarding lead. Our fundamental belief is that everyone at Earthworks - our Earthworkers, staff, volunteers and our visitors - has the right to feel safe and protected from any kind of abuse. We review our safeguarding policy and training plan annually.

Public Benefit Disclosure

The Board has referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. The trustees refer to public benefit throughout this report.

Statement of trustees' responsibilities

The trustees (who are also directors of Earthworks St Albans for the purpose of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 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 charitable company will continue in operation.

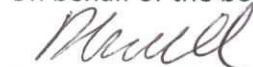
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

On behalf of the board



Peter Kordel, Treasurer/Trustee

28/11/2023





Who we are

We support people with learning disabilities - known as Earthworkers – alongside dedicated volunteers to manage 3.5 acres of beautiful eco-gardens in St Albans. Together we grow produce and plants using organic principles, and build wildlife habitats. Our purposeful activity develops skills, builds confidence, boosts health and well-being. We champion social inclusion and sustainability.

We use the recognised, evidence-based, holistic model of social and therapeutic horticulture in our provision of Green Care. Our work is person-centred and goals-based focussing on co-production and skills development. Through purposeful activity in natural spaces we support and enable Earthworkers to exercise choice and work towards achieving their aspirations.

Vision: the future we aspire to create

People of all abilities learning and working together in nature.

Mission: our role creating that future

Empowering people to connect with the natural world, each other and the wider community through social and therapeutic horticulture and nature-based activities.

Values: the heart of our approach

Our work is person-centred, and as such Earthworks has always worked to create an inclusive and welcoming environment. Earthworks is a compassionate organisation which holds sustainability as a core aim.

Our Strategic Plan 2022—2027: an overview

Our five-year plan was developed against the backdrop of the global pandemic, a period of great challenge to everyone - and especially for the most vulnerable of us in society. Yet, despite the challenges there is much to celebrate. Throughout this period we have seen the incredible resilience of our Earthworks community, and been humbled by the considerable support we have received from individuals, local businesses and organisations in our wider community. Our gardens have continued to nurture the wellbeing of our Earthworkers, staff and volunteers alike, and digital innovations have brought the benefits of social and therapeutic horticulture and nature appreciation into the homes of those who could not be with us on site.

As we look to our next five years, we do so confident in the strength of our community to continue to grow through the pandemic and beyond. We see the coming years as a period of both rejuvenation and growth, building on the success of our existing work to support an even wider group of those who could benefit from Earthworks' support. In line with our organisational values, our Earthworkers are co-creators in this planning, and through regular meetings have a strong say in which projects we undertake. This is just one way ensure we are most effectively meeting the needs of the populations we exist to support. We hope to do so for many years to come.

In line with our values, our strategy was developed inclusively and collaboratively, involving key groups in our community. This strategy builds on previous strategic planning undertaken by the Earthworks team and board. It was developed through a series of conversations and workshops in 2021 and 2022, including contributions from Earthworkers, staff, volunteers and trustees. In developing our strategy, we aimed to create something clear, concise, accessible, useful, actionable, realistic, and uniquely ours.

Our Goals

In order to achieve our vision and mission, we have identified the following strategic goals for the period April 2022 to March 2027

Consolidation and rejuvenation	
Goal 1:	We will continue to develop and deliver a high quality, innovative and person-centred Green Care service for adults with learning disabilities.
Goal 2:	We will continue to develop and demonstrate environmentally sustainable practices in the stewardship of our site and the delivery of our activities.
Growth and development	
Goal 3:	We will expand our services to fulfil unmet needs in our local community, supporting a broader range of beneficiaries and growing our impact.
Goal 4:	We will ensure our financial resilience and sustainability by enhancing our ways of working and pursuing initiatives and opportunities consistent with goals 1 – 3.



Our Earthworkers

Earthworks provides up to 60 regular weekly placements for adults with learning disabilities across the week. Some individuals attend more than one placement per week, with Earthworks currently supporting 42 individuals. Referrals to Earthworks can be made by prospective Earthworkers, their carers or social care professionals, with the placements being commissioned under the umbrella of 'Community Opportunities' through Hertfordshire County Council's Adult Care Services (HCC ACS).



Our Gardeners

Earthworks provides social and therapeutic horticulture opportunities for people known as Gardeners who, unlike Earthworkers, do not have Care Act-eligible needs for supported activities. Our Gardeners might have acquired brain injuries, autism, mental health problems or well-being needs and benefit from supported opportunities to enable connection with others in nature.

After identifying a gap in provision, and in line with our strategic goals, Earthworks has initiated two new projects this year, enabling Gardeners to experience the benefits of social and therapeutic horticulture.



Our Volunteers



Earthworks is supported by volunteers in a range of roles across the organisation, including as trustees, site-based volunteers, events / markets volunteers and expert consultants.

Our volunteers give generously of their time, energy and talents and are the backbone of Earthworks.

This year we launched a new induction and training structure for our volunteers, with support from Hertfordshire County Council through funded licences to their i-Learn+ training and certification system, enabling us to offer volunteers recognised training in aspects of safeguarding, health & safety and care.



Our Staff

Earthworks employs a small team of staff to meet the operational needs of the organisation. Bianca Badham has remained in post as CEO and Michele Seymour and Angelina Jenkins continued in coordinator roles, alongside administrator Lisa Reed.

In May 2022 Stephen Pike left his regular employment at Earthworks to concentrate on his photography career. Steve remains with Earthworks as a casual worker, working assignments primarily during the winter months. In June Fundraising Development Manager Kate Mackay moved on from Earthworks, having established strong systems to streamline Earthworks' fundraising and help reach new audiences. Kate continues to support us as a volunteer and remains part of our community. In September Steve Shelley left his regular employment at Earthworks and remains with us as a volunteer and as a casual worker, running the farmers' market stall and supporting the team onsite. We're delighted that all of our leavers have remained part of our community.

In the spring we welcomed Sophie McIntyre Peters and Emma Canfield to the team as support workers. Sophie has recently re-trained in horticulture and garden design and Emma joins us following completion of a degree in textiles and community volunteering roles supporting people with learning disabilities.



Community

Our usual schedule of events remained on pause for 2022-23 due to the impact of the Covid-19 pandemic. To ensure consistency in our approach to risk mitigation across our organisation, the local authority Covid-19 requirements for adult social care settings informed our decision to pause our on-site public events, where these may have been permitted under wider public restrictions.

Rumble awards

Earthworks created centre-pieces for the learning disability personality of the year awards. Three of our Earthworkers received awards celebrating the difference they make to others.



Friends and Family Event

At our first internal event since before the pandemic, we were delighted to celebrate and relax on-site with Earthworkers, Gardeners, volunteers, friends and family.



SustFest

For St Albans Sustainability Festival 2022 we've shared our experience of awareness-raising, learning and planning for climate action, with our Earthworkers inspiring practical ways forward.



Halloween & Christmas Parties

This year saw the return of our popular Halloween and Christmas parties on-site thanks to reduced Covid-19 restrictions. Our Earthworkers and volunteers enjoyed connecting and celebrating together.





Growing Together

Our New Growing Together project was funded by Hertfordshire County Council’s Community Opportunities & Day Activities Grants and launched in Spring 2022. Growing Together provides weekly social and therapeutic horticulture and nature-based activities for Gardeners who cannot access individually commissioned funding for community opportunities, aiming to fill the identified gap in provision. Gardeners may have an acquired brain injury, autism, mild learning disability or other support need.



Our project has grown to a full cohort of 6 Gardeners and throughout the year, participants have immersed themselves in a variety of gardening and craft activities, focussed primarily in the Re-Circled, Sensory, Beach and Patio gardens. Ornamental and creative gardening has quickly become a firm favourite in the accessible gardens, with reclaimed items beautifully painted and planted with great care. The Gardeners have also engaged in woodwork activities and habitats management.



Our Gardeners report experiencing community, belonging and acceptance, with one Gardener describing Earthworks as **“a safe space with kind people where I can make mistakes and get back up and continue”**.

Gardening for Health / Garden Club

Our Garden Club has roots in Gardening for Health, with a focus on wellbeing; the multiple benefits of being in nature; the physical activities of gardening and rural crafts; and the social aspect of helping others and working as part of group.

Garden Club is a chance for those without care and support needs to experience the benefits of Earthworks, extending our scope of beneficiaries in-line with our strategic goals. Funded by Hertfordshire County Council’s Promoting Mental Wellbeing Through Physical Activity Grants, the Garden Club was open to all and particularly aimed to reach those experiencing wellbeing needs including common mental health problems, those who have experienced bereavement or individuals recovering from illness.

Our first 8-week pilot started in December and the second in February, both have been a great success. With a focus on the 5 ways to Wellbeing, our Gardeners turned their hands to a range of activities such as pruning, weeding and path-laying. The Gardeners have been able to attend to their wellbeing while connecting with others and learning new skills in an inclusive environment. Many of our Gardeners have continued as volunteers or Growing Together Gardeners, dependant on their situation. The learning from these pilots informs our future project development to extend the offer.



Project Group Meetings

Our quarterly Project Group Meetings are an opportunity for everyone at Earthworks to record their contributions, share ideas and help shape the development of Earthworks. These co-production forums are co-chaired by Earthworkers and continuously developed to meet the needs of our groups in sharing their contributions.

This year we have developed these by introducing small workshop groups within the wider meeting to facilitate contributions from those who may prefer smaller groups. We have also developed and introduced an exhaustive and standardised set of visual prompts for all groups to increase the accessibility of the meetings and enable contributions from all.



New inspection framework: PAMMS 'Good'

As a provider on Herts County Council's (HCC) Community Opportunities Framework, Earthworks will now receive an annual inspection using the East of England PAMMS (Provider Assessment and Market Management Solution) monitoring system. Earthworks received our first PAMMS inspection in June 2022 and achieved an overall 'Good' rating with 'Excellent' in the domain of safeguarding and safety. Earthworks strives for continuous improvement and development of our care and support services and works closely with HCC commissioners, monitoring officers and representatives to understand the changing landscape of care and support and to develop our services to meet the needs of individuals.

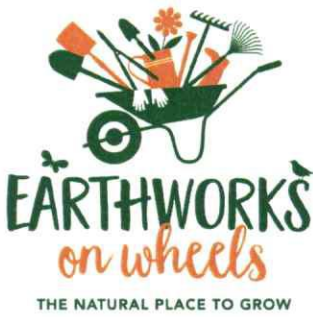
HCPA Gold Membership

In 2022-23 Earthworks achieved Hertfordshire Care Providers Association (HCPA) Gold Membership, demonstrating a commitment to leadership development and quality assurance.





Earthworks on Wheels



Our Earthworks on Wheels rolling pilot project was paused due to the Covid-19 pandemic. This project enabled our Earthworkers to engage in gardening work in the community, utilising skills learned at Earthworks to benefit the community.

We are delighted to have re-started our Earthworks on Wheels activities by providing weekly gardening services for Salisbury Lane Tennis Club in St Albans. Our Earthworks on Wheels team visits weekly to tend the gardens. The opportunity is offered on different days each week to enable all Earthworkers to attend if they would like to. Earthworks on Wheels activities are popular and this has been something that our Earthworkers have requested in our Project Group Meetings. We are very pleased to have this opportunity available and look forward to further developments in this area.



Corporate volunteering days

2022 welcomed the return of corporate volunteering groups to Earthworks, following the contraction of our activities during the Covid-19 pandemic. Teams from our corporate supporters contributed their time, energy and skills onsite to help us with a number of projects including renovating our composting area, clearing overgrown patches, re-edging beds in the market garden and planting trees and shrubs.



Thank you to our community



We are grateful for the support of many organisations and individuals in our wider community. Thank you all for supporting us to continue to nurture Earthworkers and expand our offer to new user groups this year.

Community	Corporates	Grant funders
- St Albans Cathedral Fireworks	- Deloitte	- Abbey Mission
- Round Table St Albans	- NFU	- St Albans District Council
- Verulam Golf Club	- Intelligent People	- Hertfordshire County Council
- St Albans churches—adopt a plant event	- Tony Gee	- Locality budget grants
- Gardeners' Forum St Albans	- Coca Cola	- National Garden Scheme
- Hardy Plant Society	- Hertfordshire Garden Centre	- Colney Heath Parish Council
- St Albans 41 Club	- Nottcutts St Albans	- Hertfordshire Community Foundation
- Masonic Lodges	- AXA XL	- The Julia and Hans Rausing Trust
- The Big Half	- Skipton Building Society	
- Individuals' challenge events		
- Samuel Ryder Academy		

Deloitte Five Million Futures

Our 6-year partnership with Deloitte closed in May 2022. Thank you to Deloitte for supporting us to grow and develop, building skills and capacity through pro bono projects and contributing significant funds through office fundraising and corporate donations.

New Website 2022

Through the Digital Connect programme and pro bono support, Deloitte facilitated the redevelopment of our website. The Deloitte team worked with Earthworkers, volunteers and staff to increase the accessibility of our website, redesigning this to meet the needs of different users and helping us to communicate our work.



One World Christmas Tree Festival



Earthworks' contribution to St Saviour's Christmas tree festival, the "One World One Earthworks" tree, celebrated the creativity of our Earthworkers with hand-painted wooden baubles. Our Earthworkers shared what they enjoy about Earthworks and these quotes were transcribed on the back, sharing the joy experienced through learning and working together in nature with those who visited the festival.



Looking Forward

Moving into the 2023-24 year we have a number of exciting projects planned to support our Earthworkers in achieving their goals and aspirations and in working towards our strategic goals.

We will be on-boarding a Care and Support Manager to replace our planned keyworker system to develop our social and therapeutic horticulture offer for adults with learning disabilities. We will be moving towards digitisation of care and support monitoring to improve the accessibility of data and efficiency of recording. The system will facilitate improved individual goal setting and monitoring as well as meeting the demands of our local authority community opportunities contract.



In the coming year we look forward to directing our resources towards re-establishing our programme of public open days and workshops and connecting further with the local community as we continue the phased return post-Covid to our full identity as a community charity and a social care provider.



Annual Accounts

For the year ended 31st March 2023

Accountants' report to the trustees on the unaudited financial statements of Earthworks St Albans.


In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the financial statements of Earthworks St Albans for the year ended 31 March 2023 which comprise the statement of financial activities, the statement of changes in equity and the related notes from the company's accounting records and from information and explanations you have given us.

As a practicing member firm of the Institute of Chartered Accountants in England and Wales, we are subject to its ethical and other professional requirements which are detailed at <http://www.icaew.com/en/members/regulations-standards-and-guidance/>.

This report is made solely to the board of directors of Earthworks St Albans, as a body, in accordance with the terms of our engagement letter. Our work has been undertaken solely to prepare for your approval the financial statements of Earthworks St Albans and state those matters that we have agreed to state to the board of directors of Earthworks St Albans as a body, in this report in accordance with the ICAEW Technical Release 07/16 AAF. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Earthworks St Albans and its board of directors as a body for our work or for this report.

Respective responsibilities of the trustees and auditors

As described in the statement of trustees' responsibilities the company's directors (who also act as trustees for the charitable activities of Earthworks St Albans) are responsible for the preparation of the accounts, and they consider that the company is exempt from an audit. It is our responsibility to carry out procedures designed to enable us to report our opinion.



13/12/23

Morgan Rose
Chartered Accountants and Statutory Auditors
37 Marlowes
Hemel Hempstead
Herts, HP1 1LD

Statement of financial activities (incorporating the income and expenditure account)



For the year ended 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total £	2022 Total £
Incoming resources					
Incoming resources from generating funds:					
Voluntary income	2	44,003	33,095	77,098	107,627
Activities for generating funds	3	138,325	-	138,325	157,704
Investment income	4	2,980	-	2,980	71
Total incoming resources		185,308	33,095	218,403	265,402
Resources expended					
Purchases		2,876	3,714	6,591	2,176
Staff costs	6	161,147	31,870	193,017	174,345
Establishment costs		5,534	1,436	6,970	5,980
Motor and travelling expenses		1,510	-	1,510	2,167
Accountancy fees		3,642	-	3,642	3,625
Legal and professional fees		984	-	984	350
Communications and IT		1,363	-	1,363	1,567
Other office expenses		5,912	1,052	6,964	5,619
Depreciation and impairment		7,667	7,855	15,522	24,285
Total resources expended		190,635	45,927	236,562	220,115
Net income / (expense) for the year		(5,327)	(12,831)	(18,158)	45,287
Total funds brought forward		304,344	35,497	339,842	294,554
Total funds carried forward		299,017	22,666	321,683	339,842

Balance Sheet



As at 31 March 2023

		2023		2022	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	8		17,529		28,118
Current assets					
Debtors	9	18,990		15,973	
Cash at bank and in hand		287,115		298,295	
		<u>306,105</u>		<u>314,268</u>	
Creditors: amounts due within one year	10	<u>(1,950)</u>		<u>(2,545)</u>	
Net current assets			<u>304,155</u>		<u>311,723</u>
Net assets			<u>321,683</u>		<u>339,841</u>
Funds	11				
Restricted income funds			22,666		35,497
Unrestricted income funds			<u>299,017</u>		<u>304,344</u>
Total funds			<u>321,683</u>		<u>339,841</u>

Trustees statements required by the Companies Act 2006 for the year ended 31 March 2023

In approving these financial statements as trustees of the company we hereby confirm:

(a) that for the year stated above the company was entitled to the exemption conferred by section 477 of the Companies Act 2006 ;

(b) that no notice has been deposited at the registered office of the company pursuant to section 476 of the Companies Act 2006 requesting that an audit be conducted for the year ended 31 March 2023.

(c) that we acknowledge our responsibilities for ensuring that the company keeps proper accounting records which comply with the requirements of the Act with respect to accounting records and the preparation of financial statements and

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

The financial statements were approved by the board on 28/11/2023 and signed on its behalf by

Peter Kordel
Treasurer / Trustee



1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

1.1 Basis of accounting

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 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through profit or loss.

The financial statements are prepared in sterling, which is the functional currency of the entity.

1.2 Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included. Gifts donated for resale are included as incoming resources within activities for generating funds when they are sold.

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable.

Income from investments is included in the year in which it is receivable.

1.3 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 comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes including the farmers market activity. 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.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Land and buildings	-	20% straight line
Plant and machinery	-	33% straight line
Fixtures, fittings and equipment	-	33% straight line
Motor vehicles	-	25% straight line



2. Voluntary income

	Unrestricted funds £	Restricted funds £	2023 Total £	2022 Total £
Donations	41,158	-	41,158	63,553
Grants receivable	2,845	33,095	35,941	44,074
	44,003	33,095	77,098	107,627

3. Activities for generating funds

	Unrestricted funds £	Restricted funds £	2023 Total £	2022 Total £
Fundraising events	-	-	-	-
Earthworker fees	134,179	-	134,179	155,539
Site sales	442	-	442	461
Farmers market	2,189	-	2,189	1,704
Miscellaneous income	1,514	-	1,514	-
	138,325	-	138,325	157,704

4. Investment income

	Unrestricted funds £	Restricted funds £	2023 Total £	2022 Total £
Bank interest receivable	2,980	-	2,980	71
	2,980	-	2,980	71

5. Net incoming resources for the year

	2023 £	2022 £
Net incoming resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	15,522	24,285
	15,522	24,285



6. Employees

Employment costs	2023	2022
	£	£
Wages and salaries	190,076	172,797
Other costs	2,941	2,342
	<u>193,017</u>	<u>175,140</u>

No employee received emoluments of more than £60,000.

Number of employees

The average monthly numbers of employees during the year, calculated on the basis of full-time equivalents, was as follows:

	2023	2022
	Number	Number
Employees	<u>7.1</u>	<u>6.7</u>

7. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

8. Tangible fixed assets

	Land and buildings freehold	Plant and machinery	Fixtures, fittings and equipment	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2022	215,352	30,693	38,627	29,152	313,823
Additions	-	-	4,933	-	4,933
At 31 March 2023	<u>215,352</u>	<u>30,693</u>	<u>43,560</u>	<u>29,152</u>	<u>318,756</u>
Depreciation					
At 1 April 2022	200,564	30,693	26,145	28,304	285,706
Charge for the year	7,520	-	7,154	848	15,522
At 31 March 2023	<u>208,084</u>	<u>30,693</u>	<u>33,299</u>	<u>29,152</u>	<u>301,227</u>
Net book values					
At 31 March 2023	<u>7,268</u>	<u>-</u>	<u>10,261</u>	<u>-</u>	<u>17,529</u>
At 31 March 2022	<u>14,788</u>	<u>-</u>	<u>12,482</u>	<u>848</u>	<u>28,118</u>

**9. Debtors**

	2023	2022
	£	£
Trade debtors	18,990	15,973
	<hr/>	<hr/>

10. Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	-	595
Other taxes and social security	-	-
Accruals and deferred income	1,950	1,950
	<hr/>	<hr/>
	1,950	2,545
	<hr/>	<hr/>

11. Analysis of net assets between funds

	Unrestricted	Restricted	Total
	funds	funds	funds
	£	£	£
Fund balances at 31 March 2023 as represented by:			
Tangible fixed assets	1,041	16,488	17,529
Current assets	299,926	6,178	306,105
Current liabilities	(1,950)	-	(1,950)
	<hr/>	<hr/>	<hr/>
	299,017	22,666	321,683
	<hr/>	<hr/>	<hr/>

**12. Unrestricted funds**

	At 1 April 2022	Incoming resources	Outgoing resources	At 31 March 2023
	£	£	£	£
Unrestricted funds	304,344	185,308	(190,635)	299,017

13. Restricted funds

	At 1 April 2022	Incoming resources	Outgoing resources	At 31 March 2023
	£	£	£	£
Restricted funds	35,497	33,095	(45,927)	22,666

14. Company limited by guarantee

Earthworks St Albans is a company limited by guarantee and accordingly does not have a share capital. Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.



Earthworks St Albans, Hixberry Lane, St Albans, Hertfordshire AL4 0TZ

www.earthworksstalbans.co.uk

01727 847311

Registered charity number 1067139

Company Limited by Guarantee 03307683



EARTHWORKS ST. ALBANS

England & Wales - Charity number 1067139

Accounts



Annual Report

Including Trustees' report and financial statements

2021/22



Earthworks St Albans

Registered charity number 1067139

Company Limited by Guarantee 3307683



Foreword

Bianca Badham, CEO



In a year where the global coronavirus pandemic continued to impact operations, we maintained and expanded our offer of purposeful activities in nature and green spaces. Balancing our responsibilities as a social care provider with our wider community identity, all the while maintaining an internally consistent approach to risk management, is no mean feat and has necessarily constrained some of our wider activities to maintain our core.

It has been a privilege to work alongside our dedicated staff and volunteers this year. The staff team have gone over and above to keep our Earthworkers connected and engaged and to find innovative ways to work within the social care sector's Covid-19 restrictions, expanding activities and opportunities to meet the need. Our incredible volunteer team have excelled in tending our gardens and maintaining our site as well as keeping smiles on the faces of our Earthworkers. Our trustees have steered the organisation through times of change and uncertainty and our Earthworkers have continued to be at the heart of Earthworks, making our eco-gardens the natural place to grow. Thank you to all.

James Burstow, Chair of Trustees

The Board of Trustees are ultimately responsible for running Earthworks through Good Governance.

“Good governance is not a bureaucratic detail – it underpins the delivery of a charity’s purposes to the high standards expected by the public.” Head of Compliance Visits and Inspections at the Charity Commission

The Board of Trustees continues to grow and develop. In the year to March 2022, we said goodbye to Jess, who re-located out of the area. The Board benefited from Jess’s background in fundraising and valuable contribution to our finance subcommittee and we wish her well in her new adventures. We were delighted to welcome David Cole and Philip Leach this year. We continued to strengthen our team, supported by relaxation in Covid-19 restrictions, which allowed us to meet face-to-face and get to know each other better.



All the actions identified in our 12-month strategy devised at the height of the pandemic in July 2020 were completed or had expanded into longer-term initiatives, such as our digital strategy. In 2021 we commenced the development of a new five-year strategy, for which the accompanying communication document is close to completion ready for publication. In conjunction with the staff, we have developed the following four strategic goals which are already being implemented and will secure the future of Earthworks during uncertain times.

1. We will continue to develop and deliver a high quality, innovative and person-centred Green Care service for adults with learning disabilities.
2. We will continue to develop and demonstrate environmentally sustainable practices in the stewardship of our site and the delivery of our activities.
3. We will expand our services to fulfil unmet needs in our local community, supporting a broader range of beneficiaries and growing our impact.
4. We will ensure our financial resilience and sustainability by enhancing our ways of working and pursuing initiatives and opportunities consistent with goals 1 – 3.

As always, my grateful thanks go to my fellow trustees, Bianca and all our hardworking staff, volunteers, Earthworkers and all supporters who help this wonderful charity to thrive. I am immensely proud that due to everyone’s commitment, dedication and hard work we survived the uncertainty of the pandemic and secured a new contract with HCC.



Legal and administrative information



Earthworks St Albans
(A company limited by guarantee)

Charity number 1067139

Company registration number 3307683

Address and registered office Earthworks
Hixberry Lane
St Albans
Herts
AL4 0TZ

Trustees

James Edward Burstow	
Carmen Nevado	
Angela Pankhurst	
Mary Elizabeth Webb	
Peter Kordel	
Nina Mai Vinther	Resigned 31/05/2022
Jessica Moore	Resigned 29/06/2021
Rebecca Sumner Smith	
Philip Royston Leach	Appointed 19/07/2021
David Douglas Cole	Appointed 23/09/2021

Accountants




Morgan Rose
37 Marlowes
Hemel Hempstead
Herts
HP1 1LD

The trustees present their report and the financial statements for the year ended 31 March 2022. The trustees, who are also directors of Earthworks St Albans for the purposes of company law and who served during the year and up to the date of this report are set out on page 3.



Purpose and Aims

Our charity's purposes - consistent with the objects contained in the company's constitution - are to:

-  **Benefit the public by fostering communities and inclusion.**
-  **Focus on those with learning disabilities or mental health problems.**
-  **Provide learning and meaningful work opportunities in horticulture and land-based skills at our 3.5 acre eco-site and in the wider community.**

The aims of our charity are to use green care to nurture people to develop skills, build confidence, boost health and wellbeing and promote inclusion.

Structure, Governance and Management

Earthworks is a registered charity and a company limited by guarantee. It has a Board of Trustees that is responsible for the overall governance and strategic direction of the charity, its financial health, the probity of its activities and developing the organisation's aims, objectives and goals in accordance with the charity's memorandum and articles of association and legal guidelines. The Board uses the Charity Governance Code for small charities to ensure good governance.

The current Board is made up of volunteers with a range of different backgrounds, professional experience and expertise to enable the Board to govern effectively. Trustees are all volunteers and receive no payment. Nominations for Trustees are made to the Board for approval. Trustees are supported through an induction programme and Earthworks welcomes local applicants from the community and encourages people from diverse backgrounds to join the Board.

Trustee meetings are held approximately every 6-8 weeks. The CEO attends the Board meetings, contributes progress reports and work with Trustees on the strategic plan. The Board delegates operational responsibilities to the CEO. Our service users (Earthworkers) and volunteers are able to contribute their ideas and feedback at quarterly Project Group Meetings.

Results

The results for the year are set out in the statement of financial activities on page 17.

The trustees consider the net movement of funds to be satisfactory.

Equal Opportunities

As responsible employers, the trustees have approved a number of policies relating to equal opportunities, health and safety. These policies are reviewed at least annually.

Reserves Policy

The trustees have agreed a policy whereby funds not committed or invested in tangible fixed assets held by the company should be maintained at a level sufficient to pay staff costs for one calendar year. This policy allows for a possible reduction in income, as well as a lack of fundraising success during any particular year, and so would allow the charity to continue its activities at the current level for some months. As at 31 March 2022, the actual reserves held exceed the 2021/2022 reserves policy, this is a cautious approach taken by the organisation due to projected income reductions post pandemic. The trustees will review the policy annually.

Risk Review

The trustees have considered the risks to which the charity is exposed, and have established systems for mitigating those risks. External risks have been minimised by the adoption of an ongoing monthly review and appraisal policy, which includes a policy for securing funds from a wide range of sources. Internal risks are minimised by implementing procedures for authorising transactions, projects, and to ensure consistent delivery for all operational aspects of the charity. The trustees will review these procedures periodically.

Related Party Transactions

There were no related party transactions during the year (none in 2021).

Political and Charitable Contributions

The company made no political or charitable contributions during the year.



Safeguarding

Safeguarding the Earthworks operation is a governance priority for the Trustees. The Earthworks CEO Bianca Badham is the designated Safeguarding lead. Our fundamental belief is that everyone at Earthworks - our Earthworkers, staff, volunteers and our visitors - has the right to feel safe and protected from any kind of abuse. We review our safeguarding policy and training plan annually.

Public Benefit Disclosure

The Board has referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. The trustees refer to public benefit throughout this report.

Statement of trustees' responsibilities

The trustees (who are also directors of Earthworks St Albans for the purpose of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 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 charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

On behalf of the board

Peter Kordel
Treasurer/Trustee





We support people with learning disabilities - known as Earthworkers - alongside dedicated volunteers to manage 3.5 acres of beautiful eco-gardens in St Albans.

Together we grow produce and plants using organic principles, and build wildlife habitats. Our purposeful activity develops skills, builds confidence, boosts health and wellbeing. We champion social inclusion and sustainability.



People of all abilities learning and working together

We use the recognised, evidence-based, holistic model of social and therapeutic horticulture in our provision of Green Care.

Our work is person-centred and goals-based focussing on co-production and skills development. Through purposeful activity in natural spaces we support and enable Earthworkers to exercise choice and work towards achieving their aspirations.



What is social and therapeutic horticulture?

Three elements interact to give multiple benefits:



Social context

- Part of a group
- Social contact
- Inclusion
- Sense of belonging

Meaningful activities

- New skills
- Sense of achievement
- Responsibility
- Confidence



Natural surroundings

- Psychological restoration
- Reduced stress
- Attentional capacity
- Sense of calm and safety



Throughout our 25+ years of practicing social and therapeutic horticulture (STH) we have nurtured people of all ages and abilities including those with learning disabilities, mental health problems, behavioural and emotional difficulties as well as those wanting to develop transferable skills and volunteers looking to connect and share their skills with others.

Our Earthworkers



Earthworks provides up to 60 regular weekly placements for adults with learning disabilities across the week. Some individuals attend more than one placement per week, with Earthworks currently supporting 42 individuals. Referrals to Earthworks can be made by prospective Earthworkers, their carers or social care professionals, with the placements being commissioned under the umbrella of 'Community Opportunities' through Hertfordshire County Council's Adult Care Services (HCC ACS).



Changes to our service commissioning

This year we have secured a new contract with Hertfordshire County Council to provide community opportunities for adults with Care Act-eligible needs. Most of our Earthworker placements are directly commissioned by HCC, with the minority using Direct Payments to access Earthworks. The new Community Opportunities Framework is the outcome of HCC's review of community commissioning. The tender process was paused at the onset of the Covid-19 pandemic and resumed early 2021. The new contracts are in place from October and replace all existing arrangements. There is an increase in service requirements, monitoring and reporting for providers and changes to the way individuals can find and access services.

The new contract standardises the rates that HCC pays Community Opportunities service providers, for Earthworks this represents a significant income reduction. The changes to rates paid for existing Earthworker placements have not yet been applied by HCC and these pending changes have informed our strategic development, reserves policy and fundraising strategy.

Earthworker Support and Covid-19



We continue to provide Covid-safe working environments for Earthworkers, staff and volunteers. In September HCC reduced the social distancing requirement in Community Opportunity care settings from 2m to 1m, allowing us to return to our larger group sizes and whole day attendance.

We continue to follow the testing and infection prevention /control requirements of HCC, who have provided support and guidance to providers through commissioning managers and their partnership with Hertfordshire Care Providers Association.



Our Volunteers

Earthworks is supported by volunteers in a range of roles across the organisation, including as trustees, site-based volunteers, events / markets volunteers and expert consultants.



Our volunteers give generously of their time, energy and talents and are the backbone of Earthworks.

For National Volunteers' Week our Earthworkers recorded and shared videos celebrating our volunteers and the valuable work they do to keep our site looking beautiful and our charity running smoothly. Thank you!

Our Staff

Earthworks employs a small team of staff to meet the operational needs of the organisation. Bianca Badham has remained in post as CEO and Kate Mackay as Fundraising Development Manager. In June 2021 Stephen Pike stepped down from his Deputy CEO role to spend time with his young family and further develop his photography career. We were delighted to retain Steve in a part-time coordinator role three days per week.

This year Steve Shelley joined Michele Seymour and Angelina Jenkins in the coordinator team and Susi Williams continued her induction period in her support worker role, having joined us in March 2021. The Earthworker support team continued to innovate and adapt to the challenges presented by the pandemic and in the context of continued local authority Covid-19 restrictions for Community Opportunity care settings.

In November we welcomed Lisa Reed to the team as Administrative and Financial Assistant. Lisa joins us in the office onsite three days per week and enjoys connecting with our Earthworkers alongside her administrative responsibilities.



Community



Unfortunately our planned schedule of events remained on pause for 2021-22 due to the impact of the Covid-19 pandemic. To ensure consistency in our approach to risk mitigation across our organisation, the local authority Covid-19 requirements for adult social care settings informed our decision to pause our on-site public events where these may have been permitted under wider public restrictions.

Farmers market stall

We're delighted to have returned to the St Albans farmers market on the second Sunday of each month following a break due to the pandemic.



Festival Charity Funfair

We ran a very popular hook-a-duck activity as part of the charity funfair at the St Albans Food and Drink Festival in September.



Earthworks' slow video

For Sustfest, Earthworks shared a "slow video", showcasing the sights and sounds of the Earthworks eco-gardens to promote wellbeing through nature.



Round Table Santa's sleigh

After an initial technical hitch, our regular Chiswell Green route with St Albans Round Table's sleigh was on the road and enjoyed by residents and volunteers alike.



Climate action planning



Earthworkers, staff and volunteers are together developing a Climate Action Plan for Earthworks.

Climate change is now a very real threat. Evidence shows that more vulnerable people and those with a disability are likely to be more disadvantaged as a result, and that the voice and contribution of all is important. We already work sustainably, but a Climate Action Plan will work towards Earthworks being a climate-zero organisation.

In March we ran climate action workshops to provide a space in which people can learn about climate change, discuss how they feel about it, celebrate the positive actions we already take, and generate ideas for further action in the



areas of: energy, transport, food, waste, what we buy, and what we sell or give.

Suggestions include reviewing our heating options, promoting use of public transport, a 'healthy lunchbox for you and the planet', sourcing non-plastic plant pots, water re-use in toilet flushing, and developing a purchasing and procurement policy that emphasises sustainable and ethical.

The next phase of the project is to prioritise actions and begin to put them into practice.

Permaculture practices

To repurpose the waste materials generated in our gardens, we have been introducing new permaculture practices.



Our Earthworkers, volunteers and staff have built a beautiful dead hedge alongside our wildflower meadow. Created from pruned branches, our dead hedge forms an attractive barrier, as well as habitats for diverse wildlife.

Hugelkultur involves placing sticks and branches to compost down beneath topsoil, in order to grow plants on top. We have repurposed some of our waste wood into these hill-beds in our market garden rather than creating a bonfire, this avoids releasing carbon particulates into the atmosphere.



Project Group Meetings



Our quarterly Project Group Meetings are an opportunity for everyone at Earthworks to record their contributions, share ideas and help shape the development of Earthworks.

This year we have developed these by moving away from arbitrary quarters and now hold seasonal meetings to help connect the activities and opportunities to the season and better support Earthworkers to understand and engage with the seasonality of our work.



The Queen's Green Canopy



THE
QUEEN'S GREEN
CANOPY

THE PLATINUM JUBILEE 2022

Earthworkers have planted a Hertfordshire-native apple tree for The Queen's Green Canopy, part of Her Majesty's Platinum Jubilee celebrations.

A team of Earthworkers were involved at every stage of the planting including: digging a nice deep hole; adding mycorrhizal fungi to help establish strong

healthy roots; planting it firmly with a stake for support; putting up a protective guard to deter pests; and mulching to suppress weeds.

At a later date we will add a plaque so that everyone will know we planted it for the Jubilee as part of the Queen's Green Canopy.



Autumn 2021

Inside our Autumn newsletter: news, photos from Earthworks' eco-gardens, a book recommendation, tips for a sustainable Christmas - and how to double a donation to Earthworks!



Earthworks e-newsletter

As part of our digital developments, we launched a new e-newsletter this Autumn to keep our supporters up-to-date and to share stories of interest from Earthworks. This has proven to be popular and has enabled our wider community to continue to enjoy images and stories from site, keeping connected while we have not been running our usual open days.

Anyone can sign up to our newsletter from our website.

The Big Give Christmas Challenge 2021

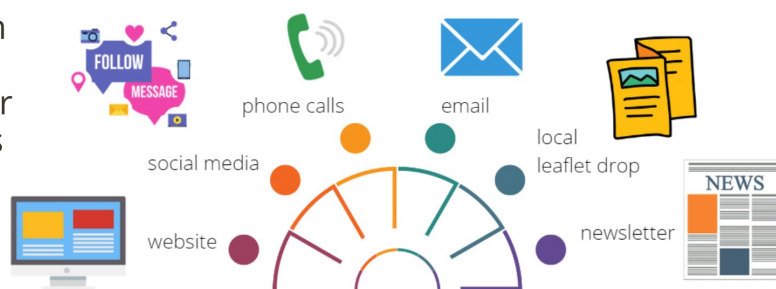


An Earthworks first and a rousing success!

The Big Give Christmas challenge is a match-funding campaign where public donations are matched first by pledges collected by the charity before the campaign and then by a Big Give Champion trust or foundation.

Engaging our community

With the pandemic preventing us from welcoming the public to our eco-gardens, we collected snapshots of our Earthworkers in the gardens as well as quotes sharing an achievement they were proud of or something they enjoyed doing at Earthworks. We shared these portraits with the community using a range of networks and channels.



One donation Twice the impact

Join our campaign to help Earthworkers to flourish through purposeful activity in our eco-gardens. **Midday 30 November to midday 7 December, your gift can be DOUBLED.**

How much was raised?

Pledges
£1,000

**Big Give
Champion**
£1,000

Donations
£4,165

48 donors
Total donations: £6,165
Gift Aid: £760

We raised
£154%
of our
target!



Earthworks has given me the confidence to express myself when I am feeling worried, and to be myself.



The funds raised will help Earthworks continue to develop our eco-gardens and enable our Earthworkers to flourish. We were able to make a Christmas gift to each Earthworker of a pair of thick tog-rated socks to help them keep warm and stay comfortable at Earthworks during colder months.

Thank you to all those who donated to the campaign or contributed to the pledge pot and to our Champion match-funder The Reed Foundation.

Thank you to our community



We are grateful for the support of many organisations and individuals in our wider community. Thank you all for supporting Earthworks at a time when we are most needed, but which has been especially difficult for so many.

Community	Corporates	Grant funders
<ul style="list-style-type: none">- St Albans Lodge- Verulam Lodge- Harpenden Lions	<ul style="list-style-type: none">- Deloitte- Tony Gee	<ul style="list-style-type: none">- Abbey Mission- Neighbourly Charitable Trust
<ul style="list-style-type: none">- ST Columba's College- Radlett Community Composting- St Albans Festival Funfair- St Albans Chamber of Commerce	<ul style="list-style-type: none">- Blackdog- Waitrose & the John Lewis Partnership	<ul style="list-style-type: none">- St Albans District Council- Hertfordshire County Council- PayPal Giving Fund
<ul style="list-style-type: none">- Virgin Money Virtual London Marathon- St Albans Cathedral Fireworks- Hertfordshire Masonry	<ul style="list-style-type: none">- Ye Olde Fighting Cocks- Carpenter's Nursery	<ul style="list-style-type: none">- Mistra Trust- Locality budget grants
<ul style="list-style-type: none">- Round Table- Rotary Club- Verulam Golf Club- Cobbled Kitchen	<ul style="list-style-type: none">- Amazon (employee nomination)- Blessed Earth CIC	<ul style="list-style-type: none">- The Reed Foundation- Arnold Clark Community Fund
<ul style="list-style-type: none">- St Albans Girls School- St Albans churches—adopt a plant event- Deloitte Ride Across Britain- Passport to Leisure	<ul style="list-style-type: none">- RO Group- Work for Good small business partners	<ul style="list-style-type: none">- Childwick Trust- Chapman Trust
		

Deloitte Five Million Futures

Deloitte continue to have a huge impact for Earthworks in the sixth and final year of the partnership. As well as local office fundraising, Deloitte's central team donated £5,000 towards the cost of running Earthworks.



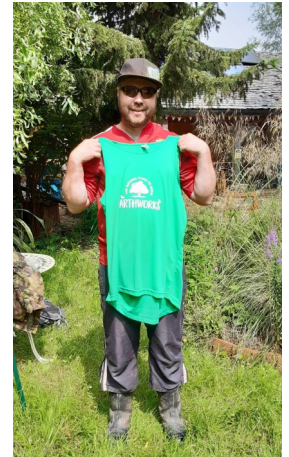
This year Deloitte have offered digital skills development through the Digital Connect project, as well as project management training to help build capacity in our team to increase our impact.

Deloitte's pro bono project this year is to facilitate the redevelopment of our website and extends into our 2022-23 year where our partnership will close. A huge thank you to all at Deloitte for their continued support.

Virgin Money Virtual London Marathon



For the first time, Earthworks secured places in the Virgin Money Virtual London Marathon. On 3 October, Earthworks supporter Rhys and Earthworkers Jack and Jonathan completed the marathon for Earthworks! A huge thank you to the trio for their incredible fundraising for Earthworks, and thanks to everyone who supported them to achieve this incredible challenge.



Looking Forward

Moving into the 2022-23 year we have a number of exciting projects planned to support our Earthworkers in achieving their goals and aspirations and in working towards our strategic goals (outlined on page 2).

We have been successful in securing funding for pilot projects that will extend our reach to new service user groups, offering social and therapeutic horticulture opportunities for those who do not have Care Act eligible needs.

In the coming year we will be introducing digital innovations including redesigning our website to improve accessibility and implementing a mobile care management system to streamline our care and support management.

We have secured funding to employ an additional support worker for the year, releasing time in our coordinator team to drive our new initiatives forward. We look forward to growing the team to meet our current and future needs.

Although we continue to experience Covid-19 restrictions in our operations as a commissioned community opportunities service, we anticipate that these will reduce throughout 2022 and into 2023, allowing us to return to offering off-site gardening work and our popular parties and gatherings in the gardens. We are looking forward to planning the return of our onsite corporate volunteering opportunities and public open days., we can't wait!



Annual Accounts



For the year ended 31st March 2022

Accountants' report to the trustees on the unaudited financial statements of Earthworks St Albans.

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the financial statements of Earthworks St Albans for the year ended 31 March 2022 which comprise the statement of financial activities, the statement of changes in equity and the related notes from the company's accounting records and from information and explanations you have given us.

As a practicing member firm of the Institute of Chartered Accountants in England and Wales, we are subject to its ethical and other professional requirements which are detailed at <http://www.icaew.com/en/members/regulations-standards-and-guidance/>.

This report is made solely to the board of directors of Earthworks St Albans, as a body, in accordance with the terms of our engagement letter. Our work has been undertaken solely to prepare for your approval the financial statements of Earthworks St Albans and state those matters that we have agreed to state to the board of directors of Earthworks St Albans as a body, in this report in accordance with the ICAEW Technical Release 07/16 AAF. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Earthworks St Albans and its board of directors as a body for our work or for this report.

Respective responsibilities of the trustees and auditors

As described in the statement of trustees' responsibilities the company's trustees (who also act as directors for the charitable activities of Earthworks St Albans) are responsible for the preparation of the accounts, and they consider that the company is exempt from an audit. It is our responsibility to carry out procedures designed to enable us to report our opinion.

Stephen Humphreys

Morgan Rose

Chartered Accountants and Statutory Auditors

37 Marlowes

Hemel Hempstead

Herts, HP1 1LD

Statement of financial activities (incorporating the income and expenditure account)



For the year ended 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total £	2021 Total £
Incoming resources					
Incoming resources from generating funds:					
Voluntary income	2	69,584	38,043	107,627	94,012
Activities for generating funds	3	157,704	-	157,704	156,824
Investment income	4	71	-	71	102
Total incoming resources		227,360	38,043	265,402	250,938
Resources expended					
Purchases		1,757	419	2,176	4,605
Staff costs	6	150,288	24,057	174,345	161,628
Establishment costs		5,980	-	5,980	6,594
Motor and travelling expenses		2,167	-	2,167	1,968
Accountancy fees		3,625	-	3,625	4,122
Legal and professional fees		350	-	350	1,628
Communications and IT		1,567	-	1,567	1,901
Other office expenses		4,936	684	5,619	11,467
Depreciation and impairment		15,805	8,480	24,285	21,072
Total resources expended		186,475	33,640	220,115	214,986
Net income / (expense) for the year		40,885	4,402	45,287	35,952
Total funds brought forward		263,459	31,095	294,554	258,602
Total funds carried forward		304,344	35,497	339,841	294,554

Balance Sheet



As at 31 March 2021

		2022		2021	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	8		28,118		46,846
Current assets					
Debtors	9	15,973		1,512	
Cash at bank and in hand		298,295		255,923	
		<u>314,268</u>		<u>257,435</u>	
Creditors: amounts due within one year	10	<u>(2,545)</u>		<u>(9,727)</u>	
Net current assets			<u>311,723</u>		<u>247,708</u>
Net assets			<u>339,841</u>		<u>294,554</u>
Funds	11				
Restricted income funds			35,497		31,095
Unrestricted income funds			304,344		263,459
Total funds			<u>339,841</u>		<u>294,554</u>

Trustees statements required by the Companies Act 2006 for the year ended 31 March 2022

In approving these financial statements as trustees of the company we hereby confirm:

(a) that for the year stated above the company was entitled to the exemption conferred by section 477 of the Companies Act 2006 ;

(b) that no notice has been deposited at the registered office of the company pursuant to section 476 of the Companies Act 2006 requesting that an audit be conducted for the year ended 31 March 2022.

(c) that we acknowledge our responsibilities for ensuring that the company keeps proper accounting records which comply with the requirements of the Act with respect to accounting records and the preparation of financial statements and

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

The financial statements were approved by the board on 27 September 2022 and signed on its behalf by

Peter Kordel
Treasurer / Trustee



1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

1.1 Basis of accounting

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 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through profit or loss.

The financial statements are prepared in sterling, which is the functional currency of the entity.

1.2 Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included. Gifts donated for resale are included as incoming resources within activities for generating funds when they are sold.

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable.

Income from investments is included in the year in which it is receivable.

1.3 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 comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes including the farmers market activity. 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.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Land and buildings	-	20% straight line
Plant and machinery	-	33% straight line
Fixtures, fittings and equipment	-	33% straight line
Motor vehicles	-	25% straight line



2. Voluntary income

	Unrestricted funds £	Restricted funds £	2022 Total £	2021 Total £
Donations	63,553	-	63,553	35,743
Grants receivable	6,031	38,043	44,074	58,269
	69,584	38,043	107,627	94,012

3. Activities for generating funds

	Unrestricted funds £	Restricted funds £	2022 Total £	2021 Total £
Fundraising events	-	-	-	1,892
Earthworker fees	155,539	-	155,539	152,372
Site sales	461	-	461	550
Farmers market	1,704	-	1,704	133
Miscellaneous income	-	-	-	1,876
	157,704	-	157,704	156,824

4. Investment income

	Unrestricted funds £	Restricted funds £	2022 Total £	2021 Total £
Bank interest receivable	71	-	71	102
	71	-	71	102

5. Net incoming resources for the year

	2022 £	2021 £
Net incoming resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	24,285	21,072
	24,285	21,072



6. Employees

Employment costs	2022	2021
	£	£
Wages and salaries	172,797	160,625
Other costs	2,342	1,785
	<u>175,140</u>	<u>162,410</u>

No employee received emoluments of more than £60,000.

Number of employees

The average monthly numbers of employees during the year, calculated on the basis of full-time equivalents, was as follows:

	2022	2021
	Number	Number
Employees	<u>6.7</u>	<u>6.3</u>

7. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

8. Tangible fixed assets

	Land and buildings freehold	Plant and machinery	Fixtures, fittings and equipment	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2021	215,352	30,693	33,070	29,152	308,267
Additions	-	-	5,557	-	5,557
At 31 March 2022	<u>215,352</u>	<u>30,693</u>	<u>38,627</u>	<u>29,152</u>	<u>313,823</u>
Depreciation					
At 1 April 2021	187,543	30,663	19,995	23,219	261,421
Charge for the year	13,020	30	6,150	5,085	24,285
At 31 March 2022	<u>200,564</u>	<u>30,693</u>	<u>26,145</u>	<u>28,304</u>	<u>285,706</u>
Net book values					
At 31 March 2022	<u>14,788</u>	<u>-</u>	<u>12,482</u>	<u>848</u>	<u>28,118</u>
At 31 March 2021	<u>27,809</u>	<u>30</u>	<u>13,075</u>	<u>5,932</u>	<u>46,846</u>

**9. Debtors**

	2022	2021
	£	£
Trade debtors	15,973	1,512

10. Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	595	7,777
Other taxes and social security	-	-
Accruals and deferred income	1,950	1,950
	<u>2,545</u>	<u>9,727</u>

11. Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Fund balances at 31 March 2022 as represented by:			
Tangible fixed assets	8,708	19,410	28,118
Current assets	298,181	16,087	314,268
Current liabilities	(2,545)	-	(2,545)
	<u>304,344</u>	<u>35,497</u>	<u>339,841</u>

**12. Unrestricted funds**

	At 1 April 2021 £	Incoming resources £	Outgoing resources £	At 31 March 2022 £
Unrestricted funds	263,459	227,360	(186,475)	304,344

13. Restricted funds

	At 1 April 2021 £	Incoming resources £	Outgoing resources £	At 31 March 2022 £
Restricted funds	31,095	38,043	(33,640)	35,497

14. Company limited by guarantee

Earthworks St Albans is a company limited by guarantee and accordingly does not have a share capital. Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.



Earthworks St Albans, Hixberry Lane, St Albans, Hertfordshire AL4 0TZ

www.earthworksstalbans.co.uk

01727 847311

Registered charity number 1067139

Company Limited by Guarantee 3307683



Registered with
**FUNDRAISING
REGULATOR**

EARTHWORKS ST. ALBANS

England & Wales - Charity number 1067139

Accounts



Annual Report

Including Trustees' report and financial statements

2020/21



Earthworks St Albans

Registered charity number 1067139

Company Limited by Guarantee 3307683



Foreword

Bianca Badham, CEO



In what was a particularly challenging year globally, it has been a privilege to work alongside our Earthworkers, volunteers, trustees and staff to continue to connect as a community, despite the challenges of Covid-19.



This year we have seen the resilience of our Earthworks community at its best and I've been blown away by the innovation, adaptability and personal resilience shown by all involved, as well as the considerable support received from individuals, local businesses and organisations in our wider community. Our gardens have continued to nurture the wellbeing of our Earthworks community and digital innovations have brought the benefits of social and therapeutic horticulture and nature appreciation into the homes of those who could not be with us on site. We look forward to the year ahead, confident in the strength of our community to continue to grow through the pandemic and beyond.

James Burstow, Chair of Trustees

The Board has overall responsibility and accountability for everything Earthworks does. We ensure that Earthworks is well governed whilst doing what it was set up to do. The Charity Commission publish guidance on this topic known as The Charity Governance Code. Over the past few months, the Board have been working through a self-assessment exercise to establish what we do well and what we could do better.

Our 2019 three-year strategic plan set out what we wanted to do to improve Earthworks. This included items such as developing the new Constitution and improving financial systems. With the onset of the pandemic, we had to revise our priorities and in July 2020 we established a replacement 12-month strategy. This took the form of a new risk register, financial scenario planning, the creation of a strong staffing structure, and a digital strategy. Work has progressed very well on the implementation of this plan.



For some time the Board had wanted to renew and update the Governing documents to reflect current legislation and best practice, allowing Earthworks to operate in a more efficient manner. We were very grateful to Niall McAlister and his colleagues at CMS Law who produced amended Articles of Association (Constitution) at no cost to Earthworks. Whilst this new Constitution dispenses with the need for an AGM, we will ensure that we continue to welcome engagement and input from staff, Earthworkers, volunteers and supporters in a meaningful way.

This year we have had quite a turnover of trustees. Leaving us were Gaynor Cashin, Christopher Eridani Ball, Alistair Holland (Treasurer), Philip Minor, and Pallavi Rose. We thank them all for their contribution to Earthworks, in some cases over many years.

We have been very fortunate in being able to recruit some excellent new trustees to maintain and improve the strength of the Board. We welcome Peter Kordel (Treasurer), Jess Moore, Rebecca Sumner Smith, and Nina Vinther.

As always, my thanks go to my fellow trustees who together form a strong team despite changes in membership, the wonderful staff who work so hard in very difficult circumstances, all volunteers, Earthworkers and supporters. Together we will maintain and enhance the wonderful spirit of Earthworks. It is an honour to be your Chair.



Legal and administrative information



Earthworks St Albans
(A company limited by guarantee)

Charity number 1067139

Company registration number 3307683

Address and registered office
Earthworks
Hixberry Lane
St Albans
Herts
AL4 0TZ

Trustees

James Edward Burstow	
Carmen Nevado	
Angela Pankhurst	
Christopher Derek Eridani Ball	Resigned 18/08/2020
Philip David Minor	Resigned 18/08/2020
Alistair David Holland	Resigned 03/09/2020
Gaynor Anne Cashin	Resigned 31/12/2020
Pallavi Rose	Appointed 28/04/2020
	Resigned 31/10/2020
Mary Elizabeth Webb	Appointed 28/04/2020
Peter Kordel	Appointed 03/09/2020
Nina Mai Vinther	Appointed 10/11/2020
Jessica Moore	Appointed 26/01/2021
	Resigned 29/06/2021
Rebecca Sumner Smith	Appointed 18/03/2021
Philip Royston Leach	Appointed 19/07/2021
David Douglas Cole	Appointed 23/09/2021

Accountants
Morgan Rose
37 Marlowes
Hemel Hempstead
Herts HP1 1LD

The trustees present their report and the financial statements for the year ended 31 March 2021. The trustees, who are also directors of Earthworks St Albans for the purposes of company law and who served during the year and up to the date of this report are set out on page 3.



Purpose and Aims

Our charity's purposes - consistent with the objects contained in the company's constitution - are to:



Benefit the public by fostering communities and inclusion.



Focus on those with learning disabilities or mental health issues.



Provide learning and meaningful work opportunities in horticulture and land-based skills at our 3.5 acre eco site and in the wider community.

The aims of our charity are to use green care to nurture people to develop skills, build confidence, boost health and wellbeing and promote inclusion.

Structure, Governance and Management

Earthworks is a registered charity and a company limited by guarantee. It has a Board of Trustees that is responsible for the overall governance and strategic direction of the charity, its financial health, the probity of its activities and developing the organisation's aims, objectives and goals in accordance with the charity's memorandum and articles of association and legal guidelines. The Board uses the Charity Governance Code for small charities to ensure good governance.

The current Board is made up of volunteers with a range of different backgrounds, professional experience and expertise to enable the Board to govern effectively. Trustees are all volunteers and receive no payment. Nominations for Trustees are made to the Board for approval. Trustees are supported through an induction programme and Earthworks welcomes local applicants from the community and encourages people from diverse backgrounds to join the Board.

Trustee meetings are held approximately every 6-8 weeks. The CEO attends the Board meetings, contributes progress reports and work with Trustees on the strategic plan. The Board delegates operational responsibilities to the CEO. Our service users (Earthworkers) and volunteers are able to contribute their ideas and feedback at quarterly Project Group Meetings.

Results

The results for the year are set out in the statement of financial activities on page 17.

The trustees consider the net movement of funds to be satisfactory.

Equal Opportunities

As responsible employers, the trustees have approved a number of policies relating to equal opportunities, health and safety. These policies are reviewed at least annually.

Reserves Policy

The trustees have agreed a policy whereby funds not committed or invested in tangible fixed assets held by the company should be maintained at a level sufficient to pay staff costs for one calendar year. This policy allows for a possible reduction in income, as well as a lack of fund-raising success in any particular year, and so would allow the charity to continue its activities at the current level for some months. The trustees will review the policy annually.

Risk Review

The trustees have considered the risks to which the charity is exposed, and have established systems for mitigating those risks. External risks have been minimised by the adoption of an ongoing monthly review and appraisal policy, which includes a policy for securing funds from a wide range of sources. Internal risks are minimised by implementing procedures for authorising transactions and projects, and for ensuring consistent delivery for all operational aspects of the charity. The trustees will review these procedures periodically.

Related Party Transactions

There were no related party transactions during the year (none in 2020).

Political and Charitable Contributions

The company made no political or charitable contributions during the year.



Safeguarding

Safeguarding the Earthworks operation is a governance priority for the Trustees. The Earthworks CEO Bianca Badham is the designated Safeguarding lead. Our fundamental belief is that everyone at Earthworks - our Earthworkers, staff, volunteers and our visitors - has the right to feel safe and protected from any kind of abuse. We review our safeguarding policy and training plan annually.

Public Benefit Disclosure

The Board has referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. The trustees refer to public benefit throughout this report.

Statement of trustees' responsibilities

The trustees (who are also directors of Earthworks St Albans for the purpose of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 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 charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

On behalf of the board

Peter Kordel
Treasurer/Trustee



About Earthworks



The Natural Place to Grow

Earthworks St Albans is a charity which offers Social and Therapeutic Horticulture and nature-based activities for people with learning disabilities. Our work and our eco-gardens nurture people to develop skills, build confidence, boost health and well-being and promote inclusion.

Earthworks provides day opportunities for people with learning disabilities, who are known as Earthworkers. Earthworkers, volunteers and staff learn and work together to manage 3.5 acres with a focus on sustainability, organic horticulture and traditional countryside skills. Our site encompasses ornamental gardens, allotment market gardens, a heritage orchard, woodland, pond habitats, wildflower meadow and polytunnel, all centred around our oak-framed eco-building.

With a stall at the monthly St Albans farmers' market where we sell our produce and open days and workshops throughout the year, Earthworks engages the wider community to champion inclusivity, learning and sustainable living.

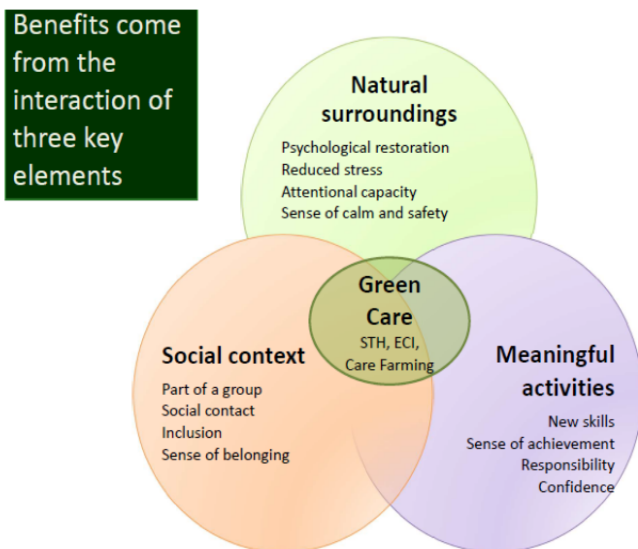
Earthworks as a Green Care provider

People of all abilities learning and working together towards a greener future

Green Care is an umbrella term for interventions that use structured nature-based approaches to work with clients who have a defined need. In Green Care interventions the practitioner, the individual and the natural environment contribute to the positive changes experienced through meaningful activity.

Examples of Green Care interventions include Social and Therapeutic Horticulture, Care Farming, Animal Assisted Therapy and Ecopsychotherapy.

Green Care interventions provide a quality service that is both effective and cost effective in that they provide multiple outcomes simultaneously with the interaction of the three elements – nature, social and meaningful activities (Dr Rachel Bragg, Care Farming UK).



STH – Social and Therapeutic Horticulture; ECI – Environmental Conservation Interventions; Source: Bragg and Atkins, 2016

skills. Earthworkers are supported to meet their aims as well as overcome difficulties and problems in a holistic way, improving general well-being. In this 'helping role' our practitioners do not provide formal psychotherapy or counselling.

Horticultural therapy is distinct from Social and Therapeutic Horticulture in that it centres around a pre-defined clinical goal, similar to occupational therapy.

What is Social and Therapeutic Horticulture (STH)?

"Social and therapeutic horticulture is the process of using plants and gardens to improve physical and mental health, as well as communication and thinking skills. It also uses the garden as a safe and secure place to develop someone's ability to mix socially, make friends and learn practical skills that will help them to be more independent."





Thrive (www.thrive.org.uk)

At Earthworks our staff practitioners are multi-skilled, having a working knowledge of social care and horticulture / land-based



Nature Affinity








Our therapeutic activities take place in a natural environment, harnessing people's nature affinity with well researched benefits on health and well-being.

-  **Biophilia**, *Wilson 1984*: human beings have an innate affinity with nature and our evolved biological need to seek connection with the natural world.
-  **Attention Restoration Theory**, *Kaplan and Kaplan 1995*: Natural spaces are restorative environments that facilitate recovery from directed attention fatigue. Time spent in nature improves concentration and ability to perform tasks, reduces mental fatigue and restores directed attention capacity.
-  **Psycho-evolutionary theory**, *Ulrich 1991*: Natural environments allow recovery from psychophysiological stress. Restoration occurs when environments elicit a sense of pleasantness, interest and calm.
-  **Organic horticulture, conservation and green technologies**: working together with nature to protect and improve the environment for all.







Key components of the theories behind what we do at Earthworks

Meaningful Activity

Our activities are interactive, experiential and stimulating and have many attributes in common with paid







-  **Occupation** – a sense of purpose: tasks have an outcome
-  **Making a difference** – skills development, social interaction, reduced behaviours of distress
-  **Active and interactive** – plants, people and nature
-  **Sense of identity and competence** as an Earthworker rather than a 'service user'
-  **Productivity** in an environment that is not pressured
-  **Achievement, success, value, worth and positive self-esteem**
-  **Opportunity** for Earthworkers to take home and eat the produce from their individual plots

Social Interaction




-  **Social skills development**
-  **A sense of connection**
-  **Working with people of different ages and abilities for a common purpose**
-  **Engagement with the local community**
-  **Routine, structure and a sense of belonging**
-  **Having a say and being heard**—engagement in the development of Earthworkers e.g. project group meetings

Person-Centred

Valuing people by meeting the needs of the individual, offering choice and control.

-  The person-centred approach originates in humanistic psychotherapy with the work of Carl Rogers in the 1950s. This approach centres around the concept of individuals' innate "actualising tendency", a drive towards fulfilment of their personal possibilities and relies on three core
 -  **Empathy** – to feel, sense and experience the world from another's perspective, understanding their personal meanings without judgement
 -  **Unconditional positive regard** – to fully accept individuals and their experience of the world
 -  **Congruence** – to be genuine or "real"
-  In the person-centred approach the individual is the expert; we provide the environment and support to help people achieve their aspirations.
-  The person-centred approach in social care emphasises choice and control. Care is personalised, coordinated and enabling, with the person at the centre treated with dignity, compassion and respect.

Outcomes Based Approach

-  **Individualised outcomes** – goals met / distance travelled for an individual
-  **Collective outcomes** – project / programme evaluation
-  **Health, social, educational, developmental**

Our Earthworkers



Earthworks provides 60 regular weekly placements for adults with learning disabilities across the week. Some individuals attend more than one placement per week, with Earthworks currently supporting 43 individuals. Referrals to Earthworks can be made by prospective Earthworkers, their carers or social care professionals, with the placements being commissioned under the umbrella of 'day opportunities' through Hertfordshire County Council's Adult Care Services (HCC ACS).

Earthworker Support and Covid-19

Many people with learning disabilities experience health inequalities and are at high risk from Covid-19. Throughout March 2020, increasing numbers of Earthworkers opted to stay at home and stay safe and did not attend Earthworks. As the community infection rate rose and when lockdown began, we took the difficult decision to close our site to Earthworkers and volunteers, effective from 23 March 2020. Although lockdown was a difficult time for our Earthworkers, their families and carers, Earthworks' staff rose to the challenge of adapting our services to support Earthworkers remotely at home.

With our **Stay at Home and Grow** project, funded by HCF's Coronavirus Relief Fund, we delivered growing packs to Earthworkers at home and supported activities through **daily virtual tea breaks, postcards from our gardens, weekly phone calls and journaling projects.**

Our activities maintained a sense of purpose, learning, community, and social interaction during a stressful and isolating time, and were celebrated by Earthworkers, carers and families.

To enable a safe return to site in June and July 2020, we secured funding and support to adapt our site and services. We installed additional sheltered work spaces, hand wash sinks and sanitiser stations and adhered to strict Covid-19 policies and procedures including 2m social distancing and increased cleaning and hand hygiene. We sectioned the site into three work zones and purchased pinch point mirrors and individual issue items.

In line with the 2m social distancing requirements in care services, we adapted to offer Earthworkers half a day at Earthworks in place of their usual whole days and worked in 1:2 support ratios to ensure social distancing and safe shared use of the site.



Our Volunteers



Earthworks is supported by volunteers in a range of valuable roles across the organisation, including as trustees, site-based volunteers, events / markets volunteers and expert consultants.



This year our volunteers adapted to new ways of Covid-safe working and were instrumental in getting our site back up and running after the first Government lockdown and keeping the Earthworks spirit alive. With the dedicated attention of our volunteers, the allotment gardens have never looked better! We would like to express our appreciation to the wonderful volunteers who give their time, skills and expertise to empower us to improve the Earthworker experience, develop the site and grow as an organisation.



Our Staff

Earthworks employs a small team of staff to meet the operational needs of the organisation. In May 2020 Stephen Pike stepped down from his Joint Project Leader role and we restructured, appointing Bianca Badham as CEO and Stephen Pike as deputy CEO. Kate Mackay has continued in post as Fundraising Development Manger, successfully navigating the pandemic's impact on the fundraising environment.

Our Earthworker support staff have adapted and innovated to continue to provide high quality support to our Earthworkers through a difficult year, working outdoors in all weathers, keeping to strict infection control measures and keeping our site and activities running throughout the pandemic. Coordinators Michele Seymour and Angelina Jenkins have



remained in post and we have said goodbye to Harriet Stebbens, who relocated out of the area in December. Harriet originally joined Earthworks as a placement student before returning to employment at Earthworks in 2017. We were able to bid her a fond farewell at our virtual Christmas party.

Due to the impact of the pandemic, our Placement Project Workers Kira and Elizabeth left Earthworks a couple of months early at the end of May, achieving their "year in industry" award as part of their undergraduate studies.

In October we welcomed Steven Shelley to our staff team. Steve is a longstanding member of our Earthworks community, having previously served as a trustee and more recently as a volunteer on site, we are delighted to welcome Steve in the new capacity of Support Worker.

In March we welcomed Susi Williams to the staff team as a Support Worker. Susi is a longstanding associate of Earthworks through her work with disability groups in St Albans, we look forward to bringing her wealth of experience in learning disability engagement to the team.

Recruitment of administrative support was paused due to the unknown financial landscape as we navigated the pandemic, with administrative tasks being undertaken within the wider staff team.

Events



Unfortunately the planned schedule of events to celebrate our 25th year was paused due to the pandemic and restrictions on gatherings. In order to celebrate with our community we accelerated digital developments and took many of our events online.

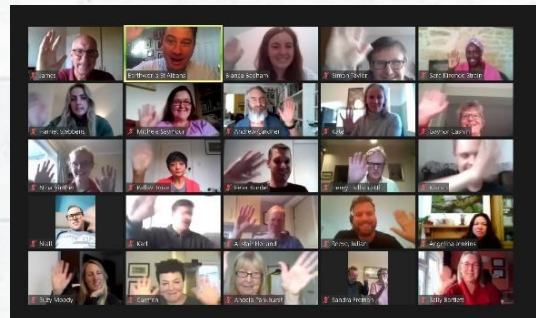
Virtual Open Garden

In May, our Virtual Open Garden took the place of our usual in-person event. The virtual event created a buzz on social media, and generated donations. The day included a virtual tour, and two videos about Earthworks, created by Earthworkers and Deloitte staff as part of our partnership with Deloitte. Also on the bill were performances from the Purple All Stars and Alison MacFarlane and friends, videos from Earthworks staff about how to grow pea shoots, and take part in No Mow May, and messages of support from the local community.



Annual celebration and AGM

Our annual celebration and AGM moved online this year. The event was very well attended and enabled us to reach those who might not have been able to attend in person. Alongside our Earthworks community and supporters, we were delighted to be joined by the High Sherriff of Hertfordshire. We shared photo and video content depicting developments and highlights from the previous year, which brought the unique Earthworks spirit to the virtual event.



Earthworks Marathon

Staff, volunteers and Earthworkers set out to walk in their homes, gardens and parks to contribute to an entire marathon, and, together, ended up walking the equivalent of more than two marathons! This event was a great way to stay active during lockdown, and to raise much-needed funds for Earthworks. Thank you to everyone who walked, supported each other, and sponsored our walkers.



Earthworker and Volunteer Parties

Our Halloween and Christmas parties moved to Zoom this year. Earthworkers, volunteers and staff enjoyed the usual fancy dress and festive elements of these celebrations and the jokes segment proved to be a firm favourite at both! At the Christmas party we were able to share a sing-a-long introduced by Santa, who also presented the 2020 achievement certificate to Earthworkers. Individuals received their certificates and gifts back on site or via doorstep visit.



Polar Bear Plunge Sustainable Icy Bucket Challenge

Earthworks' annual challenge event, the Polar Bear Plunge, rose to the challenge of lockdown and invited supporters to celebrate the New Year by plunging at home in a Sustainable Icy Bucket Challenge. To ensure sustainability, water use could be offset by foregoing a shower, but many supporters chose to plunge in ice-topped rainwater – including Daisy Cooper MP, and one experienced swimmer even plunged in the river.



Young veteran plunger Stanley won the Plunge's fancy dress competition. After his trip to Australia to see relatives was cancelled, he decided to plunge in his holiday clothes and sunglasses! Stanley won £100, sponsored by Affinity Water, but bravely offered the funds back to this year's Plunge charities.

The Plunge raised a total of £968.70 plus Gift Aid. As this year's guest charity, Youth Talk received 30% of this income. A huge thank you to all who kept the Polar Bear Plunge spirit alive in lockdown, whether you plunged, sponsored someone to plunge, or shared the social media posts! If you would like to follow the Plunge, you can find our social media accounts at www.polarbearplunge.org.uk



Project Group Meetings

Our quarterly Project Group Meetings are an opportunity for everyone at Earthworks to record their contributions, share ideas and help shape the development of Earthworks. We adapted and ran these virtually on Zoom during lockdown and in small groups when back on site.

This year we have progressed these PGM ideas:

		
Sponsored walk	Getting back to site safely	New "better" toilets

Our new flushing toilets

Following requests in our Project Group Meetings for improved toilet facilities we developed a two-phase plan for replacing our old, inefficient composting toilets with a flushing alternative that would still be true to our sustainability ethos.



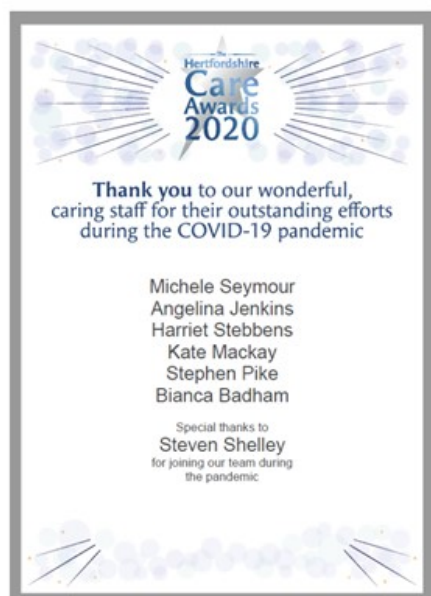
Grants from the Screwfix Foundation, HCF and the Neighbourly Charitable Trust, alongside donations from supporters, all contributed to funding phase one of our new toilets build, connecting us with the mains sewerage system and upgrading our existing toilet block with new units and plumbing, which was completed in early 2021. Thank you to everyone who supported this much-needed and exciting project!

Watch this space for phase two, which will include the addition of a rainwater flushing system!

Hertfordshire Care Awards

On Friday 20 November HCPA's Hertfordshire Care Awards were live broadcast on YouTube. The efforts of staff and care services across the county were recognised and a heartfelt video of Earthworkers

thanking the staff team for their support was included in the celebrations. Earthworks' Hertfordshire Care Award recognises the hard work and dedication of our wonderful staff team during the pandemic.



Bunting: adding colour to social distancing

In the summer we appealed to the local community to support our Covid-19 site adaptations by donating bunting.

We received an incredible response and used the bunting to create work zones in our gardens. We would like to thank everyone who contributed and brought some colour to our social distancing.



EARTHWORKS
25

Please help us nurture our Earthworkers for another year



Donate at:

www.earthworksstalbans.co.uk

Or text **EARTHWORKS** to **70085** to donate £5
Texts cost £5 plus one standard rate message.



Thank you to our community



We are grateful for the support of many organisations and individuals in our wider community. Thank you all for supporting Earthworks at a time when we are most needed, but which has been especially difficult for so many.

Community fundraising	Corporates	Grant funders
Round Table	Deloitte	Abbey Mission
St Albans Friends of the Earth	Tony Gee	Hertfordshire Community Foundation
Radio Verulam	Morgan Sindall	Neighbourly Charitable Trust
Lewis and Rhys Wynne and friends	Blackdog	Tesco's Carriers for Causes
Sandridge WI	Affinity Water	Screwfix Foundation
Cranbourne Masonic Lodge	Aylett Nurseries	St Albans District Council
Soroptimist International St Albans	Ember Designs	Herts Valley Clinical Commissioning Group
Councillor Dreda Gordon	The Print Shop	Charities Aid Foundation
Purple All-Stars	Total Legacy Care	Colney Heath Parish Council
Alison MacFarlane and friends	John O'Connor	Hertfordshire County Council
	Ye Olde Fighting Cocks	PayPal Giving Fund
	Carpenter's Nursery	
	Smallford Farm Shop 	

Deloitte Five Million Futures Partnership

Deloitte continue to have a huge impact for Earthworks. Local staff from the St Albans raised an incredible £2,850 through creative virtual fundraising including a 12 Days of Christmas competition, and a further £2,500 was donated from Deloitte's central team. Earthworks was able to take advantage of a free coaching session through We Are Futures, and Deloitte's pro bono work helped to establish our Gift Aid claiming system, which will continue to have a positive financial impact into the future.

In 2021/22, our partnership is looking forward to a Deloitte staff member riding for Earthworks in the Ride Across Britain, further Christmas fundraising and digital pro bono work.

Deloitte.

giftaid it

Lewis and Rhys Wynne and friends challenge



In February, supporters Lewis and Rhys Wynne and their friends in St Albans and Germany were supposed to be on a trip to St Albans' twin town Worms in Germany. Instead, together they ran or cycled the equivalent distance of their return trip (926 miles), raising funds for Earthworks. They smashed their original target of £1,000, reaching a final £2,664 plus Gift Aid. Huge thanks to everyone involved for their incredible effort and support, which was a huge encouragement to us all as well as having a practical impact.



Christmas Campaign

Our Christmas campaign was a great success, raising just under £2,000, and partly match-funded by Affinity Water. These donations were especially appreciated at such a difficult time for all. Thank you to everyone who supported this campaign.

Looking Forward

As we move into the 2021-22 year, the coronavirus pandemic continues to present all charities with unanticipated and unprecedented challenges. Our Board and senior leadership have re-prioritised the elements of our strategic plan to account for the changing external environment. We will continue to work reflectively and responsively towards our strategic aims of developing the Earthworker experience, supporting and developing our workforce and improving our governance. Alongside unexpected challenges, we anticipate a number of exciting opportunities this year, many catalysed by the pandemic. We look forward to further developing our digital strategy, diversifying beneficiary opportunities and working with HCC to develop our social care services under the new framework agreement for community opportunities.

Our Earthworkers are valuing their time spent onsite engaging in activities, however while coronavirus restrictions remain in place we are unable to welcome the general public to the site. We will continue to engage remotely and virtually in innovative and novel ways, to share the magic of Earthworks with those who cannot be with us. To make the most of this please follow us on social media.

Annual Accounts



For the year ended 31st March 2021

Accountants' report to the trustees on the unaudited financial statements of Earthworks St. Albans.

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the financial statements of Earthworks St. Albans for the year ended 31 March 2021 which comprise the statement of financial activities, the statement of changes in equity and the related notes from the company's accounting records and from information and explanations you have given us.

As a practicing member firm of the Institute of Chartered Accountants in England and Wales, we are subject to its ethical and other professional requirements which are detailed at <http://www.icaew.com/en/members/regulations-standards-and-guidance/>.

This report is made solely to the board of directors of Earthworks St. Albans, as a body, in accordance with the terms of our engagement letter. Our work has been undertaken solely to prepare for your approval the financial statements of Earthworks St. Albans and state those matters that we have agreed to state to the board of directors of Earthworks St. Albans as a body, in this report in accordance with the ICAEW Technical Release 07/16 AAF. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Earthworks St. Albans and its board of directors as a body for our work or for this report.

Respective responsibilities of the trustees and auditors

As described in the statement of trustees' responsibilities the company's trustees (who also act as directors for the charitable activities of Earthworks St. Albans) are responsible for the preparation of the accounts, and they consider that the company is exempt from an audit. It is our responsibility to carry out procedures designed to enable us to report our opinion.

Stephen Humphreys

Morgan Rose

Chartered Accountants and Statutory Auditors

37 Marlowes

Hemel Hempstead

Herts, HP1 1LD

Statement of financial activities (incorporating the income and expenditure account)



For the year ended 31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total £	2020 Total £
Incoming resources					
Incoming resources from generating funds:					
Voluntary income	2	35,743	58,269	94,012	48,991
Activities for generating funds	3	156,824	-	156,824	168,313
Investment income	4	102	-	102	489
Total incoming resources		192,669	58,269	250,938	217,793
Resources expended					
Purchases		1,415	3,192	4,607	5,722
Staff costs	6	146,110	15,518	161,628	178,292
Establishment costs		6,594	-	6,594	5,806
Motor and travelling expenses		1,919	49	1,968	3,002
Accountancy fees		4,122	-	4,122	3,368
Legal and professional fees		1,628	-	1,628	408
Communications and IT		1,013	888	1,901	3,277
Other office expenses		1,771	9,696	11,467	8,428
Depreciation and impairment		17,652	3,419	21,071	20,503
Prior year adjustment		(81,245)	81,245	-	-
Total resources expended		100,980	114,008	214,988	228,806
Net income / (expense) for the year		91,690	(55,739)	35,951	(11,013)
Total funds brought forward		171,769	86,834	258,603	269,616
Total funds carried forward		263,459	31,095	294,554	258,603

Balance Sheet



As at 31 March 2021

		2021		2020	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	8		46,846		42,138
Current assets					
Debtors	9	1,512		27,475	
Cash at bank and in hand		255,923		190,940	
		<u>257,435</u>		<u>218,415</u>	
Creditors: amounts due within one year	10	<u>(9,727)</u>		<u>(1,950)</u>	
Net current assets			247,708		216,465
Net assets			<u>294,554</u>		<u>258,603</u>
Funds	11				
Restricted income funds			31,095		86,834
Unrestricted income funds			263,459		171,769
Total funds			<u>294,554</u>		<u>258,603</u>

Trustees statements required by the Companies Act 2006 for the year ended 31 March 2021

In approving these financial statements as trustees of the company we hereby confirm:

(a) that for the year stated above the company was entitled to the exemption conferred by section 477 of the Companies Act 2006 ;

(b) that no notice has been deposited at the registered office of the company pursuant to section 476 of the Companies Act 2006 requesting that an audit be conducted for the year ended 31 March 2021.

(c) that we acknowledge our responsibilities for ensuring that the company keeps proper accounting records which comply with the requirements of the Act with respect to accounting records and the preparation of financial statements and

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

The financial statements were approved by the board 24th November 2021 and signed on its behalf by

Peter Kordel
Treasurer / Trustee



1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

1.1 Basis of accounting

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 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through profit or loss.

The financial statements are prepared in sterling, which is the functional currency of the entity.

1.2 Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included. Gifts donated for resale are included as incoming resources within activities for generating funds when they are sold.

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable.

Income from investments is included in the year in which it is receivable.

1.3 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 comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes. 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.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Land and buildings	-	10/20% straight line
Plant and machinery	-	33% straight line
Fixtures, fittings and equipment	-	33% straight line
Motor vehicles	-	25% straight line

**2. Voluntary income**

	Unrestricted funds £	Restricted funds £	2021 Total £	2020 Total £
Donations	35,743	-	35,743	35,954
Grants receivable	-	58,269	58,269	13,037
	<u>35,743</u>	<u>58,269</u>	<u>94,012</u>	<u>48,991</u>

3. Activities for generating funds

	Unrestricted funds £	Restricted funds £	2021 Total £	2020 Total £
Fundraising events	1,892	-	1,892	8,991
Earthworker fees	152,372	-	152,372	154,315
Site sales	550	-	550	2,061
Farmers market	133	-	133	2,304
Miscellaneous income	1,877	-	1,877	642
	<u>156,824</u>	<u>-</u>	<u>156,824</u>	<u>168,313</u>

4. Investment income

	Unrestricted funds £	Restricted funds £	2021 Total £	2020 Total £
Bank interest receivable	102	-	102	489
	<u>102</u>	<u>-</u>	<u>102</u>	<u>489</u>

5. Net incoming resources for the year

	2021 £	2020 £
Net incoming resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	18,263	20,503
	<u>18,263</u>	<u>20,503</u>



6. Employees

Employment costs	2021	2020
	£	£
Wages and salaries	161,628	178,292

No employee received emoluments of more than £60,000.

Number of employees

The average monthly numbers of employees during the year, calculated on the basis of full-time equivalents, was as follows:

	2021	2020
	Number	Number
Employees	6.3	8

7. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

8. Tangible fixed assets

	Land and buildings freehold	Plant and machinery	Fixtures, fittings and equipment	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2020	202,894	30,693	22,556	29,152	285,295
Additions	12,458	-	10,514	-	22,972
At 31 March 2021	<u>215,352</u>	<u>30,693</u>	<u>33,070</u>	<u>29,152</u>	<u>308,267</u>
Depreciation					
At 1 April 2020	176,824	30,663	17,535	18,135	243,157
Charge for the year	10,719	-	2,459	5,085	18,263
At 31 March 2021	<u>187,543</u>	<u>30,663</u>	<u>19,995</u>	<u>23,220</u>	<u>261,421</u>
Net book values					
At 31 March 2021	<u>27,809</u>	<u>30</u>	<u>13,075</u>	<u>5,932</u>	<u>46,846</u>
At 31 March 2020	<u>26,070</u>	<u>30</u>	<u>5,021</u>	<u>11,017</u>	<u>42,138</u>



9. Debtors

	2021	2020
	£	£
Trade debtors	1,512	27,475

10. Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	7,777	-
Other taxes and social security	-	-
Accruals and deferred income	1,950	1,950
	<u>9,727</u>	<u>1,950</u>

11. Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 March 2021 as represented by:			
Tangible fixed assets	22,642	24,204	46,846
Current assets	250,544	6,891	257,435
Current liabilities	(9,727)	-	(9,727)
	<u>263,459</u>	<u>31,095</u>	<u>294,554</u>



12. Unrestricted funds

	At 1 April 2020 £	Incoming resources £	Outgoing resources £	At 31 March 2021 £
Unrestricted funds	171,769	192,669	(100,980)	263,459

The incoming resources figure contains a prior year adjustment to correct the unrestricted funds balance. This has been identified from the implementation of a new accounting system which has given greater transparency on the outstanding unrestricted funds. This adjustment is to the allocation of funds as restricted/unrestricted and has no impact on the organisation's total funds.

13. Restricted funds

	At 1 April 2020 £	Incoming resources £	Outgoing resources £	At 31 March 2021 £
Restricted funds	86,834	58,269	(114,008)	31,095

The outgoing resources figure contains a prior year adjustment to correct the restricted funds balance. This has been identified from the implementation of a new accounting system which has given greater transparency on the outstanding restricted funds.

14. Company limited by guarantee

Earthworks St Albans is a company limited by guarantee and accordingly does not have a share capital. Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.



Earthworks St Albans, Hixberry Lane, St Albans, Hertfordshire AL4 0TZ

www.earthworksstalbans.co.uk

01727 847311

Registered charity number 1067139

Company Limited by Guarantee 3307683



Registered with
**FUNDRAISING
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