TIME AND TALENTS ASSOCIATION

England & Wales · Charity number 1084545

Details

Status	Registered
Legal form	Charitable company
Company number	04009766
Registered	2001-01-15
Register	View on the Charity Commission register

Contact

Address	Time & Talents Association The Old Mortuary St. Marychurch Street London SE16 4JE
Phone	02072317845
Email	finance@timeandtalents.org.uk
Website	www.timeandtalents.org.uk

Activities

Objects: TO FURTHER ANY CHARITABLE PURPOSES FOR THE BENEFIT OF THE INHABITANTS OF THE LONDON BOROUGH OF SOUTHWARK AND ELSEWHERE AND IN PARTICULAR: (I) TO RELIEVE PERSONS WHO ARE IN A CONDITION OF FINANCIAL HARDSHIP OR WHO ARE OTHERWISE IN NEED BY REASON OF THEIR AGE, INFIRMITY, DISABILITY OR SOCIAL OR ECONOMIC CIRCUMSTANCES. (II) TO ADVANCE EDUCATION. AND: (III) TO PROVIDE OR ASSIST IN THE PROVISION OF FACILITIES FOR EDUCATION, RECREATION AND OTHER LEISURE TIME OCCUPATION IN THE INTERESTS OF SOCIAL WELFARE AND WITH THE OBJECT OF IMPROVING THE CONDITIONS OF LIFE OF THOSE FOR WHOM THE FACILITIES ARE PROVIDED.

Activities: To relieve persons who are in a condition of financial hardship, or in need by reason of their age, infirmity, disability or social or economic circumstances.To advance education.To provide or assist in the provision of facilities for education, recreation and other leisure occupation in interests of social welfare and with object of improving the condition of life of those provided for.

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Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science, Amateur Sport, Environment/conservation/heritage, Economic/community Development/employment, Recreation, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** LONDON BOROUGH OF SOUTHWARK AND ELSEWHERE.
- Southwark

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£616,464	£665,046	£302,029	10
2024-03-31	£636,716	£745,456	£204,064	21
2023-03-31	£526,926	£669,345	£312,944	19
2022-03-31	£506,685	£611,065	£455,616	20
2021-03-31	£865,876	£663,593	£555,501	18

Trustees

Name	Role	Appointed
Angela Woodley	Chair	2017-12-13
Alisa Dolgova		2021-09-08
Hetal Gandhi		2023-09-07
Michael John Dellapina		2023-09-07
Paul Wright		2025-09-10
Shaun Perkins		2025-09-10
Susan Lower		2021-09-08

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TIME AND TALENTS ASSOCIATION

England & Wales - Charity number 1084545

Accounts

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Time & Talents
Where everyone feels part of a community

Company Number: 4009766

ANNUAL REPORT 2025



Time & Talents Association Trustees' Annual Report & Financial Statements for the year ending 31 March 2025

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Time and Talents Association
The Old Mortuary
St Marychurch Street
Rotherhithe
SE16 4JE

Company number: 4009766
Registered charity number: 1084545

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Time and Talents Association

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Message from the Chair

As Chair of the Board of Trustees, it is both an honour and a joy to reflect on another remarkable year for Time & Talents. Each time I visit, I'm struck by the vibrancy and warmth that radiates from the activities and events we offer, each one a testament to the organisation's deep-rooted commitment to the local community.

Our beautiful outdoor space came alive in July as nearly 200 people gathered for our annual Summer Party, a celebration filled with music, food, laughter, and connection. In December, the festive spirit continued with our winter event, where staff dressed as elves and Father Christmas, spreading cheer and smiles to all who attended.

Behind these joyful moments lies the tireless dedication of our incredible staff team. On behalf of the Board of Trustees, I extend our heartfelt thanks to each of them. This year brought financial challenges, and difficult decisions had to be made, including reducing staff hours and scaling back some activities. Yet, through it all, the team remained unwavering in their mission: to build a world where everyone feels part of a community.

In June, we celebrated Volunteers' Week with an evening of gratitude for the many individuals who give their time and energy to support Time & Talents. Whether volunteering to feel more connected, to support a cause, to fulfil a corporate social responsibility goal, or simply to share their time, each person plays a vital role in strengthening the fabric of our community in Rotherhithe.

We are deeply grateful to our funders and donors, whose generosity enables us to continue and grow our work. Their support ensures that we can reach more people, create more opportunities, and respond to the evolving needs of our community.

Looking ahead, we remain committed to diversifying our programmes to reflect the changing landscape of Rotherhithe, Bermondsey, Surrey Docks, and beyond.

On behalf of the Board of Trustees, thank you to everyone who has contributed to Time & Talents' success this year. Your support, passion, and belief in our mission make everything we do possible.

Angela Woodley

Angela Woodley

Chair of Trustees

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Reference and Administrative Details

Charity number:	1084545	
Company number:	04009766	
Registered address:	The Old Mortuary St Marychurch Street Rotherhithe SE16 4JE	
Trustees:	Angela Woodley – Chair Rebecca Bland – Treasurer Jo Breeze Michael Dellapina Alisa Dolgova Mark Fisher	Hetal Gandhi Timea Kadar – resigned January 2025 Anne Koch Susan Lower Francis Williams – resigned November 2024
Key Management: Chief Executive	Celia Watson: 04/12/2023 – 21/03/2024 Diana Hofler: 21/03/2024 – 28/02/2025	
Independent Examiners:	Chiene and Tait LLP (Trading as CT), 61 Dublin Street, Edinburgh EH3 6NL	
Bankers:	The Co-Operative Bank PO Box 101, 1 Balloon Street Manchester, M60 4EP	

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Time and Talents Association

Trustees' Report for the Year Ending 31 March 2025

The Trustees of the Charity, who are also the Directors of the Company for the purposes of the Companies Act 2006, present their annual report, as required by company law, together with the audited financial statements of Time and Talents Association for the year ending 31 March 2025. Reference and administrative information set out on page 2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and Activities

a) Policies and Objectives

The Charity's objects are restricted specifically, in each case, only for the public benefit of the inhabitants of the London Borough of Southwark and elsewhere and in particular:

- To relieve persons who are in a condition of financial hardship or who are otherwise in need by reason of their age, infirmity, disability or social or economic circumstances;
- To advance education;
- To provide or assist in the provision of facilities for education, recreation and other leisure time occupation in the interests of social welfare and with the object of improving the conditions of the families for whom the facilities are provided.

b) Strategies for Achieving Objectives

Time & Talents envisions a future in which everyone feels a sense of belonging and connection to their local community. Our 2022-2025 strategy outlines four pillars for achieving this vision in our local area of Rotherhithe, Bermondsey and Surrey Docks. Our strategy is underpinned by a profound commitment to providing opportunities for joy, reducing loneliness, and fostering shared experiences among diverse individuals in our community.

Time & Talents' 2022-2025 Strategic Summary:

- *Community Programme Development:* build connections and a sense of community through activities and pathways of change to meet the evolving needs of local residents.
- *Continuous Quality Improvement:* continually increase the quality of our services using an approach of continuous information gathering, reflection, planning and taking action.
- *Continuous Resource Development:* develop our processes to better invest in and manage our key resources: our people and our facilities.
- *Robust Financial Functions:* build our sustainable business practices, secure longer-term funding, and follow best practice to manage finances and the organisation.

Community-led Approach

In 2025, we surveyed participants and volunteers across all areas of Time & Talents about our impact. Overall, the percentage of people surveyed 'strongly agree' or 'agree' with the following statements:

Participating in a group or activity at T&T helps me...

...feel part of community – 96%
...feel more positive about my local area – 90%
...meet people I wouldn't normally meet, including people of different ages and backgrounds – 92%
...make friends and build relationships – 89%

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...feel supported and included – 93%
...feel able to get actively involved with my local community – 79%
...improve my wellbeing, for example feeling happier, more active or more purposeful – 91%
...have opportunities to experience happiness – 82%

Our Mission

At Time & Talents our mission is to:

- Increase the happiness and wellbeing of our community
- Build a strong sense of place and shared experience through shared space
- Make sure no one has to feel lonely, isolated or excluded, especially those most in need
- Reduce divisions and create community cohesion
- Help people support each other, by sharing their time and talents
- Stimulate community activity to build thriving, active neighbourhoods

Our work is shaped by our core values:

- We believe that 'community' doesn't just happen, and that communities must work hard to make sure no one is excluded
- We think connected people are happier, healthier people, and that people are happiest when they're able to help others and receive help in return
- We believe passionately in inclusion in all forms
- We also know that place matters, and people need to feel genuinely involved in the place where they live

Our Work and Achievements in 2024-2025

Numbers for blocks:

Total number of contacts made with Time & Talents members this year: 6886

Total number of visitors to our website: 5232

This year, **we stayed true to our mission to create a stronger, more connected, and resilient community**. We opened our doors to both familiar faces and new friends, bringing energy and warmth to every activity and event. At the heart of our work was a deep commitment to reaching those most isolated in our community, in one of the UK's most unequal and deprived areas.



In May, our staff team joined an Away Day to collectively build a model of the whole organisation from the point of view of people served, approached, services, resources and impact. During the course of the day, we also looked at how the different Time & Talents services work together and developed some new rituals for collaborating as a team.

This report showcases the impact we made together in 2024-2025, aligned with our strategy and priorities, and powered by passion, purpose, and people.

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1. Community Engagement

Numbers for blocks:

Total number of Community contacts this year: 465

Total number of Community events this year: 8

Total number of Community Committee meetings this year: 4

Total number of Community Groups accessing free spaces through Time & Talents: 8

One of the events that kicked off this year was having the Old Mortuary open for those running the London Marathon in April. Time & Talents had **12 energetic volunteers running the marathon and raising funds for the organisation.** A group of staff and volunteers stayed down on the course near the centre to cheer everyone along. We also sold a selection of cakes and drinks to spectators who were eager to learn more about the organisation, with some small donations made towards our work as well.

Over the course of the year, our Community Committee met quarterly, coming together to discuss how Time & Talents can continue to best serve the neighbourhood in which it sits. As a result of these regular meetings (**with around 20 members**), we ran some new Mindfulness Sessions and a standalone family Crafting / Mindfulness class. The organisation also offered new Body Weight Fitness sessions and Dance Taster sessions open to everyone in the community.

In response to a need highlighted by our Community Committee, this year, we introduced Personal and Professional Development for Women (**six sessions in May with four attendees**) through partnerships made with Hillsong. The popularity of this programme has led to British Land funding for another round of Women's Development sessions in 2025.

A highlight of our calendar every year, our annual Summer Party in July **saw hundreds of people from across the neighbourhood** joining us at The Old Mortuary for a day full of performances, entertainment, prizes, and fun for all ages. We also built further multi-generational links, partnering with London artist Maud Milton to bring the community together in making tiles for a permanent mosaic on the Old Mortuary. People brought items from home, such as buttons and lace, items they found mudlarking on 'Bermondsey Beach', and other bits and bobs to make impressions in clay. Maud glazed and fired the tiles, creating a beautiful tribute to the local area and people, which is seen by everyone who enters the centre.

Time & Talents continued its relationship with Bosco Centre's vocational college by **supporting young people through work placements**. These placements built local teens' childcare, health and social care, and office work skills.

In a bid to create a more sustainable community and given recent cost of living concerns, we launched a monthly Bicycle Repair Workshop in July. **Over eight sessions, a team of staff and volunteers fixed 90 bikes** and even made old bikes roadworthy again and gifted them to community members who need them. To further this sustainable initiative, in March, we started the **Rotherhithe Repair Cafe, which saw 25 attendees at its inaugural event**. Though a very new initiative, we've already fixed 17 household items, and our team of amazing volunteers have an almost 100% success rate of getting things working again.

Time & Talents has recently started a partnership with the Alexandra Rose Charity and 1st Place where we share Rose Vouchers that allow families on low incomes in the neighbourhood to purchase low-cost fruits and vegetables. Already this year, we've had **47 local families collecting these vouchers from Time & Talents**.

In October, we held a community Halloween Party, which was well attended by both adults and kids. **The children particularly enjoyed decorating pumpkins** that had been painted by members of our Rotherhithe Shed and taking rides in our trishaws, thanks to the Cycling Without Age volunteers. All attendees were treated to tricks and treats with prizes for the most spooktacular costumes.

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This winter, local partnerships ensured **we were better able to signpost residents to community organisations that specialise in addressing financial hardship**. Signposts and referrals supported attendees to access emergency energy grants, energy advice, pension credit and other benefit checks, IT support, low-cost/free food options, and to connect with groups at Time & Talents. We offered hot meals, 'warm & well' packs, and hosted advice sessions with Citizens Advice and Green Doctor. Having the space staffed and open provided an ideal chance for outreach. **There was a total of 139 beneficiaries of our Warm Space provision between November 2024 and March 2025**.

One new partnership that has gone from strength to strength this year is with Rotherhithe Community Kitchen. The group runs their weekly food bank out of our hall, and we offer them the space at no cost. Having started in December 2024, **the foodbank reaches upwards of 100 people every week, with 16 sessions delivered so far**.

We have continued our partnership with the Bęc toddler sing-a-long group this year, offering the volunteer-led group a free space to run **play sessions for children in Polish**. Excitingly, **we have also offered our space for free to a Bolivian dance group, Tinkus Puros** – a cultural dance group celebrating Bolivian heritage, and **a new Japanese baby group** that meets monthly for play and songs in Japanese.

Time & Talents is also proud to partner with Bloody Good Periods to distribute free period products to our service users. This year, we have ensured that **hundreds of people have had access to pads, tampons, and period pants at no cost**.

Building Improvements

In autumn, we were thrilled that **teams from British Land and Wates** banded together to help give our community kitchen a much-needed upgrade. They updated the cabinets, painted the space, and helped bring the historic building into the 21st century, **all without cost to the organisation**. Now, our community members, team and social groups have a functioning and modern kitchen to enjoy at The Old Mortuary.

2. Children and Families Programme

Numbers for blocks:

Total number of families benefiting from our Children & Families programme this year: 591

Total number of Children & Family sessions delivered: 152

Total number of Holiday Club sessions this year: 12

At Time & Talents, **we provide both free and low-cost groups, activities, and whole-family support in a welcoming, non-judgemental environment**. Our work is rooted in building meaningful relationships with parents and children, offering everything from a listening ear to expert referrals and signposting to specialist services.

Over the past year, we've seen firsthand how the continued rising cost of living crisis and changes to the benefits system have placed increasing pressure on local families. **Our whole-family approach enables us to form trusted connections with parents**, creating a safe space where they feel comfortable sharing the complexities of their home lives. Through these relationships, **our team is able to offer practical, tailored support that meets families where they are**, helping them navigate challenges with dignity and hope.

Our Children and Families programme opens the door to nature, nurtures children's physical and emotional wellbeing, and creates **meaningful opportunities for every child and their parents or carers to explore culture and connect with their community**.

Under-5s

Our Under-5s programme is a vital lifeline for families, offering nurturing support during the earliest and most important stages of childhood development. Over the past year, **children and their parents or carers joined us for a range of sessions, including Little Bugs Nature Club, Toddler Shake N Boogie, and Magical Storytim**e.

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We also ran the Changing Table for parents of new infants, with 44 new parents and their babies benefitting from the sessions.

Run by our in-house team, at **Little Bugs Nature Club, 85 children have explored the wonders of the natural world through outdoor play that nurtures curiosity**, strengthens motor skills, and fosters meaningful social connections. In this calming, nature-rich environment, parents also find a supportive space to connect and recharge.

Our **sensory play sessions, AKA Messy Monsters, launched this year, with 80 families joining us over 19 classes**. Parents/carers and children enjoyed playing with kinetic sand, getting wet with water play, and having a fun, messy time with jelly and bubbles.

Now delivered by our volunteers Dawn and Ellie, Toddler Shake N Boogie brings joy and energy to early development through music, dance, singing, and free play. These dynamic sessions promote physical coordination, social interaction, and early language skills in a fun and engaging atmosphere and **we offered 32 free drop-in sessions this year**.

Run by our volunteer, Debbie, Magical Storytime sparks imagination and lays the foundation for lifelong literacy. Through captivating tales and interactive storytelling, **children have developed a love for reading and creative expression across 14 sessions this year**.

Through **The Changing Table, we collaborate with trusted partner organisations to deliver free, nurturing sessions designed specifically for new parents**. These intimate group gatherings offer a vital source of peer support for first-time parents who may be feeling vulnerable or overwhelmed, with 44 families joining this year. Alongside emotional connection, participants benefit from expert-led developmental opportunities including Baby Yoga, Baby Massage, New Parent Mental Health, Lactation and Feeding Support, and Daisy Paediatric First Aid. Parents have the opportunity to bond with others in the community, while sensory play engages our youngest members, creating a holistic environment where both parents and babies can thrive.

"I was a bit nervous before joining as I didn't know anyone else attending and didn't really know what to expect. However there was no need to worry, I had a lot of fun at sessions like baby yoga and baby massage, and it was really low-pressure and relaxed." - Member of The Changing Table

6-11s

Our offer for primary-aged children and their families is designed to nurture emotional resilience and social confidence through thoughtfully structured activities. **At the heart of our approach is a commitment to whole-family support**, recognising that children thrive best when their families are supported too. While our groups promote development, we also embrace flexibility, ensuring each family's unique needs and circumstances are respected. This family-centred model creates a safe, inclusive space where children can grow and families feel empowered.

During term-time, 122 children and their families engaged in Mischief Squad, Forest Club, Crafty Beasts. **We ran 52 sessions of term-time activities for 6-11 year olds**.

Mischief Squad offered 27 children a vibrant space to explore dance and drama through whole-body activities led by our specialist tutor, Yaa. These sessions are designed to build self-esteem, nurture identity, and instil a strong sense of self-worth in every participant. By offering these sessions for free, we ensure that all budding performers have access to the learning they need to thrive.

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Case Study:

Joy and her family were new to the area this year. She was looking for after-school activities for her daughters, so she called Time & Talents for advice. As her children were very energetic and interested in dancing the team suggested that they attend our free dance sessions: Mischief Squad.

When we checked in with Joy a few months after they started the sessions, she shared that the sessions are the highlight of the week for her daughters. She shared that she was shocked that the classes are free. She was also thankful to have made some friendships with other local parents whose children attend the group. They have been a great source of information as her family has settled into the area. Joy enjoys sometimes going for a cup of tea with the other parents while the children are at the class.

Forest Club provides a safe, nature-based learning environment for at-risk children, where small group experiences help foster confidence and cultivate healthy, trusting relationships with supportive adults. This year, **we ran eight sessions in our stunning garden, with 15 families taking advantage of this outdoor programming** .

Crafty Beasts brings parents and children together through facilitated art sessions that encourage creativity while strengthening parenting skills and family bonds. **Over 16 sessions, 22 families joined us to get crafty**.

This year, **123 children attended our holiday club sessions**. We went on trips to see the theatre, made gingerbread houses together, and had dance and drama facilitators join us to share their skills. We also distributed hundreds of fresh food packs to families in conjunction with Southwark Council and the HAF network, including fresh fruit and meal kits.

"Thank you to you and the team at Time & Talents. My son had such a great time at Holiday Club. He won't stop talking about it!" - Parent of T&T Holiday Club Attendee

In October, we took some of the children to a 'Food Truck Rodeo' for lunch, talking about different foods and trying new menus. We also partnered with a local museum for a film-making session about local history. The kids were excited to write, direct and star in their own films based on stories about what life was like in this neighbourhood in the 1800s.

At Christmas, over 100 children received gifts that were generously donated by Team London Bridge and Elba.

3. Older Adults Programme

Numbers for blocks

Total number of older people supported this year: 383

Total number of older people attendances: 3,685

Total number of sessions for older people: 494

Through **our Older Adults Programme, every week, we bring people together in warm, welcoming group settings** where friendships can grow and laughter is shared. For those who need a bit more personal support, **our Neighbourhood Care service offers one-to-one help at home**.

We know that many older adults are focused on staying active and independent, especially when managing long-term health conditions. That's why **our programme is designed not just to support physical wellbeing, but to spark happiness too**. Even if we can't change someone's circumstances, we can create moments of joy, where worries take a back seat and people simply enjoy being together.

Social Groups and Activities

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Time & Talents continues to offer **the only fully-escorted minibus service in Southwark, which has enabled 29 housebound older people to access social groups and activities** this year. For many of our service users who regularly use our minibus service, this can be the only time during the week that they get out of the house and socialise with other people, enjoying games, sing-alongs, crafts, and sharing food together.

Unfortunately, our older people's services were challenged this year as our minibus broke down and we were unable to source a replacement bus for several months. We were very grateful to both Bede House and Salmon Centre for allowing us to use their minibuses during this time. Ultimately, we leased a new bus with access support to our specifications, allowing us to once again provide fully-escorted assistance from a person's home to Time & Talents and back.

Throughout the year, **we ran 494 different social sessions for older people across our centres and further afield, with a total of 232 people attending**. These sessions included the following social groups, which all include an optional lunch offer plus plenty of tea, coffee, biscuits, and chats:

- **Happy Mondays: a social group for those aged 55+**. This year, we had 30 people join us regularly for games, crafts, music, and fun. Across 38 social sessions, we had 368 attendances, with an average of 12 attendances per member. The group also went on trips to Surrey Docks Farm, had visits from Ballers Academy and from Hapus, Bede House's Therapy Dog.
- **Ruby Tuesdays: a social group for those 55+ with memory loss**. Over 42 sessions this year, 15 people living with Dementia, Alzheimer's, and various memory loss conditions joined our specialist social group. With a total of 244 attendances, the members enjoyed reminiscing activities, music, games, and outings that included theatre shows.
- **Stroke Club: a social group for people with lived experience of stroke**. Across 34 sessions, we had 18 members join our social group that brings together those whose lives have been affected by stroke. With 205 attendances, the group enjoyed writing poetry, sharing stories, and being visited by a range of guest facilitators, including The Old Operating Theatre Museum and Yoga with Bella.
- **VIP Group: a social group for those aged 55+ who live with Visual Impairment**. Throughout the year, we ran eight VIP Group sessions for eight individuals with 66 attendances. The group enjoyed visiting Surrey Docks Farm, Southwark Park Bowls, Wheels for Wellbeing, and The Horniman Museum. They also had guests visit, including Citizens Advice and Ballers Academy. Unfortunately, due to funding constraints, we ran our final session for this group in March 2025.
- **Friday Social: an active social group for those 55+ who aren't old**. With 37 members, we ran 31 sessions of Friday Social this year. The group enjoyed a visit to Southwark Park Bowls and visits from Canada Water Library, guest singers, and Dance sessions with Yaa. They also had a number of guest speakers come to visit from organisations such as Green Doctor (Energy Advice) and Citizens Advice.

Friday Social Case Study

Kevin, aged 77, has been a long-standing member of Friday Social. When he started attending physiotherapy on Fridays, Kevin missed that regular social connection. Staff at T&T encouraged Kevin to attend our Ruby Tuesdays group, saying they needed help with a music session, as they knew he had been teaching himself ukulele in his spare time.

He came along to his first session and tried out a few songs. The group came alive listening to and joining in with the music, some participants who find it hard to chat due to their dementia were suddenly singing along and becoming active participants.

Kevin has continued to attend Ruby Tuesdays to play with the group, especially around Christmas time. Kevin now has a renewed sense of empowerment, a space to share his skills, and a whole new group of social connections at Time & Talents.

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We also ran the following groups over the year:

- **Men's Walking Group: a group for men aged 55+ to connect and converse while exploring the sites of Southwark and beyond on foot**. 20 keen walkers joined us for 45 different walks that encompassed everything from tracing historical landmarks of Rotherhithe to visits to The Tower of London. In total, there were 364 attendances by members over the course of the year.
- **Men's Pub Club: an easy-going meet-up for men down the local**. This well-attended group of 20 members met 44 times this year to enjoy dominoes, cards, quizzes, and catch-ups at local pubs around the neighbourhood.
- **Thursday Walking Club: a social group for everyone aged 55+**. We had 14 avid walkers join us for 44 sessions this year, exploring the back streets of Rotherhithe, Bermondsey, and Surrey Quays. There were 147 attendances in total, meaning the members are definitely getting their steps in!
- **The Rotherhithe Shed: a group for those aged 55+ to put their practical skills to good use**. 37 members with keen fixing, making, drilling, and tinkering skills joined us for 34 sessions run in conjunction with London Bubble Theatre Company. With 407 attendances, they brought life back to broken furniture, built bird houses from scratch, and even crafted a new wooden sign for our front gate. The group also put on a Community Session at South Dock Marina Family Day and have collaborated with Breaks & Joins. As funding for our Rotherhithe Shed reduced, the group moved from twice weekly to once per week sessions. This brings the Shed in line with our other older adult activities, which all run once per week at most.
- **Carers' Club: a group for those caring for people with memory loss**. This specialised group that meets fortnightly ran 16 sessions this year with 13 regular members. The group allows members to share advice and information and to extend a friendly hand to those caring for someone with dementia. Speakers from organisations such as Carers UK, Dementia Admiral Nurse team, Alzheimer's Society, SLAM, and Citizens Advice also visited the group to share useful information and to help with signposting to relevant resources.
- **Rainbow Arts: a fun and friendly art group for those aged 60+**. This year, 16 creative members joined 50 sessions in T&T2. The group spent time learning, practising, and bringing to life in their own style a variety of drawing and painting techniques. With 407 attendances in total, Rainbow Arts also visited Dulwich Picture Gallery and The Docklands Museum for inspiration and to further their artistic skills.
- **Strength & Balance: chair-based exercise for those aged 55+**. 34 members have joined us at T&T2 for 72 different dynamic sessions, working on building their strength and balance. With sessions running twice a week and aiming to help prevent falls, there were 362 attendances in total.

Neighbourhood Care

Another vital stream of work under our Older People Programme is the Neighbourhood Care scheme. Staffed by two Time & Talents team members, **the project offered practical, one-to-one support to 207 people aged 55+ this year**. 61 of these visits were made to people in their own homes, with 52 assessments taking place overall. The team received 82 referrals and assisted with everything from issues with housing, to disability and accessibility issues, to physical and mental health challenges, and financial matters.

Neighbourhood Care Case Study

Time & Talents received a referral from a local housing association asking for support for one of their residents, Sylvie (aged 70) to access help to purchase a recliner chair. When our Neighbourhood Care worker made a home visit, Sylvie explained she had multiple health issues, including back pain, and had been unable to get up from her chair safely for some time.

Sylvie had asked us to refer her to Occupational Therapy for a suitable recliner chair, however when we spoke to them, we realised that they were unable to help with a chair to fit her needs as they only work with certain suppliers. We researched alternatives and were able to support Sylvie with a referral to Surrey Dispensary, who support local residents with health issues to access small grants.

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4. Multigenerational Programme

Numbers for blocks

Total number of sessions of adults of all ages: 222

Total number of attendances at sessions: 1776

Total number of people attending sessions: 465

At Time & Talents, **we actively bring people of all ages and backgrounds together across all our programmes**, because we believe that a thriving community is built on shared experiences and mutual understanding.

Tai Chi continued to be hugely popular, with both the beginner and non-beginner classes on Mondays seeing an increase in attendance. Over the year, our instructor Emma ran 84 sessions, welcoming 125 people aged 19-70+.

Our Wednesday night **Yoga sessions** with Bella have also seen a rise in attendance, with 39 service users bending, stretching, and increasing mobility over 38 sessions. This year, we also launched a **Chair Yoga session** for all on Monday afternoons. The new class has proven to be wildly popular, with 9 unique service users, including those in wheelchairs and those with lived experience of stroke, joining 18 classes over the course of the year.

Pull Quote:

"Yoga classes at T&T have been helping me to stay calm and at peace with myself after work. Keeping this weekly routine is definitely something I want to maintain." - T&T Yoga Attendee

Every week a keen group of **Bridge** players meet to play at the Old Mortuary. The group has 11 regular attendees and is very grateful to receive the space for free. For those wanting to **learn to play Bridge**, the Monday session at T&T2 has seen a number of community members learning the ins and outs of the game.

Led by a volunteer, our **Sewing pilot** ran for 10 sessions and saw five members joining regularly to learn how to use a sewing machine and hand sewing skills for both mending and decorating.

Our accessible dance pilot, **No Limits Dance** ran seven sessions this year. While the uptake wasn't as high as we'd hoped, with three regular dancers, those who did take the classes shared how much they enjoyed the sessions, especially the diverse range of dance styles.

Ever popular, **Beginners' Tennis** took place over 11 sessions at Decathlon. 17 keen tennis players joined Coach Jay at Decathlon over the warmer months to learn how to serve, score, and the cadence of the game.

Tennis case study

Amira (42) found out about Beginners' Tennis at Time & Talents through a friend. She had never been interested in the sport before, but wanted to find a low-cost activity that helped her to move her body and make some new connections in the community. The more she learned about the game, the more she started to enjoy herself. She found establishing tactics particularly fun and shared that the sessions not only keep her body feeling healthy, but her mind, too.

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5. Volunteering Programme

Numbers for blocks:

Total number of volunteers: 254

Total number of volunteer hours: 4126

For over 130 years, volunteers have been at the very heart of everything that we do here at Time & Talents. Bringing their unique skills, experience, and talents to the table, our team of volunteers help us to create a community where everyone feels welcomed, valued, and respected.

Befriending Volunteers

This year, our Befriending Project had 45 matches, bringing together people of different generations for regular catch-ups and activities. A project running since 1966, over the course of the year, our befriending volunteers have given a whopping 1800 hours of their time to visit older people, who might not have any other regular contact. 13 new older people were matched with volunteers who have similar interests and who live locally, and we're thrilled to share that we've seen some wonderful friendships blossom.

"I've enjoyed spending time with someone different from me, hearing her stories, and keeping her company. In particular, I love seeing her light up over the course of our hour together, going from tired and groggy to animated and chatty, with always another thing to add or a thought to share." - T&T Volunteer Befriender

Cycling Without Age

Through our Cycling Without Age project, volunteers are matched with local older people and take them for rides in our trishaws. As the matches take in the sights and streets of Rotherhithe and Bermondsey, they enjoy casual chats and reminiscing about how the area was as they remember it from their younger years.

This year, **seven matches have enjoyed the service, with two new matches and a total of 12 volunteers trained to safely drive the trishaws**. In total, our Cycling Without Age volunteers have given 210 hours towards the project. Alongside meeting with their matches, these volunteers have given rides to children at our Summer Party, our Halloween Party and our Christmas Party. Some of them also dropped in to offer rides to our Happy Mondays social group in the summertime, while others popped up at Bermondsey Carnival to offer rides to the community.

Our Cycling Without Age facilitator also trained eight Volunteers from Bede House so that they can support their service users to access Southwark Park once a week during the warmer months.

Group Volunteers

Time & Talents is extremely lucky to have a core group of regular volunteers who come into the centre every week. These volunteers have a wide-arching set of skills and assist with everything from helping to prepare sandwiches and drinks for our social groups, to assisting with keeping the grounds maintained and the building in excellent condition.

This year, **these five amazing volunteers have contributed 917 hours of voluntary support**. To Val, Toyin, Mick, Ita, and Brenda, we'd like to say a HUGE thank you for your support. We simply couldn't deliver our services without you.

Admin Volunteers

With everything going on at Time & Talents, having volunteers with a keen eye for detail and sharp tech skills means that we can keep our database updated regularly. This year, **our two admin volunteers, Anri and Lorna, have spent 122 hours helping** with essential administrative tasks to help the organisation function smoothly, and we're exceedingly grateful to them both.

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Volunteering Case Study:

Heather started volunteering with Time & Talents in April 2024 as she wanted to build experience and keep busy whilst looking for work. She supported the charity on a weekly basis, working on administration once a week to help us keep our database up-to-date and ensuring correct information was recorded in a timely manner.

In January, they also started volunteering on our Rose Vouchers project in conjunction with 1st Place. They trained to learn how to assess and register service users and they run a weekly drop-in session for families to collect their low-cost fruit and vegetable vouchers.

Project Volunteers

Five incredibly talented fixers have volunteered 180 hours, offering their skills to assist at our monthly Bike Repair Workshop. We've also had seven new volunteers come onboard to help at our new monthly Repair Cafe, with 28 hours of volunteering between them.

Anyone who has visited our little oasis at The Old Mortuary will know just how stunning our gardens our. We're eternally grateful to the group of **25 garden volunteers** who, in both rain and shine, have come out to spend 543 hours weeding, planting, raking, and watering the garden.

We have also had **three volunteers delivering children's sessions this year from T&T2, offering 90 hours of support to Time & Talents**. And a pair of keen Bridge volunteers sharing their skills across two sessions every week.

Corporate Volunteers

Time & Talents has continued and grown its corporate volunteering initiatives throughout the year. **We've welcomed 163 corporate volunteers** who have supported our Older Adult social groups, helped to run our annual events, and given their time to wrap Christmas presents for our community. These corporate volunteers have given the organisation more than 326 hours of support this year.

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Board of Trustees

Over the course of the year, we continued to strengthen our Board of Trustees, who together bring a broad range of skillsets from the voluntary and commercial sectors. The majority of trustees are also local residents. The Board meets quarterly, and an annual strategy day allows for a constructive review of our work and ensures a renewed consideration of our priorities.

Staffing

Our review of organisation strategy and performance continued. There was a decrease from 21 to 17 to the overall headcount and a reduction in FTE of 1.87 to end the financial year at 10.3 FTE.

Financial Review

Income

In the year to 31 March 2025, Time & Talents received income of £616,464 (2024: £783,263), a decrease of £166,799.

Expenditure

The annual expenditure (including non-cash cost of depreciation) was £665,046 (2024: £745,456). Staff costs at £434,184 (2024: £492,134) make up 65% of all expenditure and saw a 12% decrease versus 2024. Other costs increased, reflecting one-off items and inflationary pressures.

Net surplus/deficit

The deficit of £48,582 (2024 surplus: £37,667) is stated after the non-cash charge of depreciation on the historic building works and other assets of £26,329 (2024: £25,599), with a resultant cash deficit of £71,016 (2024: £15,509).

INVESTMENT POLICY AND PERFORMANCE

The majority of the Charity's liquid assets are kept in bank accounts and cash deposits, to ensure they would be available to cover operating needs or emergencies. The charity may invest amounts that are not immediately required for the objectives in such investments as may be thought fit by the Board of Trustees subject to such conditions and such consents as may be imposed or required by law.

RESERVES POLICY

Each year, the Board of Trustees reviews the Reserves Policy. In 2024/25 there was no change to the policy of holding a minimum of three months' operating costs in unrestricted reserves, which would cover any liabilities in the event of winding up. The Association's level of unrestricted funds at year-end 2025, totalling £93,615, represents 3.02 months unrestricted reserves.

The Association also holds restricted funds which are those with specific restrictions imposed by the donors and include both those received for specific projects of the Charity and funds raised for the Old Mortuary Renovation capital project. Restricted funds totalled £214,280 (2024: £265,585), at the year end and do not form a part of the Association's free reserves.

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Structure, Governance and Management

a. CONSTITUTION

Time & Talents is a charitable company limited by guarantee, incorporated on 7 June 2000 and registered as a charity on 15 January 2001.

b. TIME & TALENTS BOARD OF TRUSTEES

The Trustees of the charity are known as Directors of the company, as Time & Talents is registered as a limited company and a charity. Trustees are appointed for a three-year term renewable up to nine years. New Trustees are recruited to the Board through soliciting expressions of interest through Time & Talents' supporter network, advertising on the website and through other media. Subject to having the necessary skills and experience, they can be elected to the Board by the Directors. Trustees go through a process of induction and are offered development opportunities. The Board meets four times a year as a whole group and there is an annual strategy session. There are also appropriate task and finish subcommittees when specific projects require the input of the directors. All trustees give their time voluntarily and receive no benefits from the charity.

c. ORGANISATIONAL STRUCTURE AND DECISION MAKING

The Board oversees the work of the CEO, staff and volunteers, delegating operational running of the organisation to the CEO who provides regular reports to them on progress against agreed targets to ensure the work is carried out according to the strategic plan.

d. RISK MANAGEMENT

Our Risk policy is designed to support the charity's mission and objectives. Trustees believe it is appropriate to take risks with our charity's resources in line with our strategy. We will not take any risks relating to our duty to protect our service users or volunteers.

Time & Talents is vulnerable to risk regarding its governance and oversight, regulatory compliance, finances and operations. Time & Talents is also vulnerable to risk relating to actions or behaviours of staff, volunteers and other stakeholders.

Full vetting procedures are followed for all staff and volunteers, with regular training to mitigate any Safeguarding risks.

Equally we seek to ensure that our financial and operational procedures are effective in guarding against fraud or corruption, establishing safe and appropriate working practices, preventing the misuse of private information, securing our data, and ensuring that legitimate concerns can be raised.

To this end, Time & Talents has a set of policies and procedures which include Safeguarding of Children and Vulnerable Adults, Code of Conduct, Privacy, Financial Management & Accounting, Health & Safety including lone working, Whistleblowing, Volunteering, and an employee handbook clearly laying out expectations around confidentiality, conflicts of interest, social media and other expected professional behaviours.

Strategic risks are identified and managed by senior staff and recorded in the Risk Register. The Risk Register is discussed by the Board together with mitigation actions on a quarterly basis. There is also a regular report and review of Safeguarding issues at each meeting of Trustees.

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The Head of Operations is responsible for the maintenance and accuracy of the Risk Register. The Board is responsible for oversight and review of strategic risks to the organisation. The CEO has overall responsibility for implementing and monitoring this policy, which will be reviewed on a regular basis following its implementation and may be changed from time to time.

Public Benefit Statement

The objects of the charity and the activities described above ensure that Time & Talents delivers public benefit by focusing on the needs of local individuals, communities and small organisations, in particular those in need, to provide services at low or no cost in line with the duty in Section 17 of the Charities Act 2011.

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Trustees' Responsibilities Statement

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

DISCLOSURE OF INFORMATION TO AUDITORS

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

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

This report was approved by the Trustees and signed on their behalf by:

Angela Woodley
.....

Angela Woodley, Chair

Trustee

27 January 2026

Shaun Perkins
.....

Shaun Perkins, Treasurer

Trustee

27 January 2026

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FUNDERS

- Albion Street Community Charity
- Amicable Society
- The Barleycorn Trust
- Bermondsey Square Community Fund
- British Land
- City Bridge Foundation
- Dan Maskell Tennis Trust
- DS Smith
- Eric F. Sparkes Charitable Trust
- Field Family Charitable Trust
- Garfield Weston
- The French Huguenot Church of London Charitable Trust
- The Henry Smith Foundation
- Inman Charity
- The Worshipful Company of Innholders
- Leonard Chadwick Charitable Trust
- The Lewin Trust
- London Borough of Southwark
- The Masonic Charitable Foundation
- The Mercers' Company
- Merchant Taylors' Foundation
- National Lottery
- Newcomen Collett Foundation
- Nineveh Trust
- Rotherhithe Consolidated Charity
- Saint Olave's Foundation
- SGN Foundation
- Southwark Charities
- Sport England
- Wyseliot Rose Charitable Trust

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INDEPENDENT EXAMINER'S REPORT TO THE COUNCIL MEMBERS OF

TIME AND TALENTS ASSOCIATION

YEAR ENDED 31 MARCH 2025

I report on the accounts of Time and Talents Association for the year ended 31 March 2025, which are set out on pages 21 to 40.

Responsibilities and basis of report

As the charity's trustees (and also its directors for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the 2006 Act and are eligible for the independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination I have followed the Directors given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants of Scotland, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord to those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view, which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for *accounting and reporting by charities* applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102)

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Steven Smillie

Steven Smillie CA
CT
Chartered Accountants and Independent Examiners
61 Dublin Street
Edinburgh
EH3 6NL

28 January 2026
……

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Time and Talents Association

STATEMENT OF FINANCIAL ACTIVITIES
(Including the Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	*RESTATED* Total funds 2024 £
INCOME FROM:					
Donations and fundraising	2	70,071	-	70,071	75,513
Charitable activities	3	205,764	340,629	546,393	706,186
Investments	4	-	-	-	1,564
TOTAL INCOME		**275,835**	**340,629**	**616,464**	**783,263**
EXPENDITURE ON:					
Raising funds		44,685	-	44,685	31,428
Charitable activities:		228,427	391,934	620,361	714,028
TOTAL EXPENDITURE	5	**273,112**	**391,934**	**665,046**	**745,456**
Net gains/(losses) on investments		-	-	-	(140)
Net income/expenditure		**2,723**	**(51,305)**	**(48,582)**	**37,667**
Transfer between funds		-	-	-	-
NET MOVEMENT IN FUNDS		**2,723**	**(51,305)**	**(48,582)**	**37,667**
RECONCILIATION OF FUNDS:					
Total funds brought forward		85,026	265,585	350,611	312,944
TOTAL FUNDS CARRIED FORWARD		**87,749**	**214,280**	**302,029**	**350,611**

All income and expenditure derive from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

The notes on pages 24 to 40 form part of these financial statements.

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Time and Talents Association

BALANCE SHEET
AS AT 31 MARCH 2025

Company number: 04009766

	Notes	2025 £	2025 £	*RESTATED* 2024 £	2024 £
FIXED ASSETS					
Tangible assets	9		104,763		123,776
			104,763		123,776
CURRENT ASSETS					
Debtors	10	84,956		56,329	
Cash at bank and in hand		140,213		211,229	
		225,169		267,558	
CREDITORS: amounts falling due within one year	11	(27,911)		(40,303)	
NET CURRENT ASSETS			197,258		227,255
Defined benefit pension scheme	12		8		(420)
NET ASSETS			**302,029**		**350,611**
CHARITY FUNDS					
Restricted funds	14		214,280		265,585
Unrestricted funds	13		87,749		85,026
TOTAL FUNDS			**302,029**		**350,611**

For the financial year ended 31 March 2025, the company was entitled to exemption from audit under the Companies Act 2006, s. 477 and the members have not required the company to obtain an audit of its financial statements for the year in question in accordance with s. 476. The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees on 27 January 2026 and signed on their behalf by:

Angela Woodley
.....

Angela Woodley, Chair
Trustee

Shaun Perkins
.....

Shaun Perkins, Treasurer
Trustee

The notes on pages 24 to 40 form part of these financial statements.

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Time and Talents Association

STATEMENT OF CASHFLOW
FOR THE YEAR ENDED 31 MARCH 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash used in operating activities	**20**	(63,700)	(18,446)
		(63,700)	(18,446)
Cash flows from investing activities:			
Dividends, interest and rents from investments		-	1,564
Purchase of tangible fixed assets		(7,316)	(1,591)
Proceeds on sale of investments		-	2,964
Net cash provided by investing activities		**(7,316)**	**2,937**
Change in cash and cash equivalents in the year		(71,016)	(15,509)
Cash and cash equivalents brought forward		211,229	226,738
Cash and cash equivalents carried forward	**21**	**140,213**	**211,229**

The notes on pages 24 to 40 form part of these financial statements.

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Time and Talents Association

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

1. ACCOUNTING POLICIES

(a) General information and basis of preparation

Time & Talents Association is a company limited by guarantee in the United Kingdom. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company. The address of the registered office is given in the reference and administrative details on page 1 of these financial statements. The nature of the charity's operations and principal activities are set out on page 2.

The charitable company constitutes a public benefit entity as defined by FRS 102.

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 (FRS 102) issued on 16 July 2015 (as updated through Update Bulletin published on 2 February 2017), the Financial Reporting Standard applicable in the United Kingdom (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2017.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Going Concern

The Trustees have considered the organisation's performance, they have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements and believe that no material uncertainties exist. The financial statements have therefore been prepared on a going concern basis.

(c) Funds

Unrestricted funds - represent funds which can be used in accordance with the charitable objects at the discretion of the Trustees.

Designated funds – these are funds set aside by the Trustees out of unrestricted general funds for specific purposes or projects.

Restricted funds - represent funds which are to be used in accordance with specific restrictions imposed by donors or when the funds are raised by the charity for particular purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

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1. ACCOUNTING POLICIES (continued)

(d) Income

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

Donations and fundraising income are recognised in the financial statements when the Association is convinced that there is entitlement to the income, there is certainty of receipt and the amount in question is measurable.

Income from charitable activities includes income from grants and donations. Grant income is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Investment income, which includes interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised. Refer to the Trustees' report for more information about the support provided by general volunteers to the Association.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the company which is the amount the company would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

(e) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.

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1. ACCOUNTING POLICIES (continued)

(e) Expenditure (continued)

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Long Term Leasehold Property	20 years straight line
Motor Vehicles	20% reducing balance
Fixtures, Fittings and Equipment	20% - 33% reducing balance
Computer Equipment	20% - 33% reducing balance
Garden Office	20 years straight line

All assets costing more than £500 are capitalised.

(g) Investments

Fixed Asset Investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment.

Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the Statement of financial activities incorporating income and expenditure account.

(h) Debtors

Trade debtors are recognised at the settlement amount after any trade discount offered. Other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

(i) Cash at bank and in hand

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

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1. ACCOUNTING POLICIES (continued)

(j) Creditors and provisions

Creditors are recognised where the Trust has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Other creditors and accruals are recognised at their settlement amount due.

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

(k) Financial Instruments

The association only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

(l) Operating Leases

Rentals under operating leases are charged to the Statement of financial activities incorporating income and expenditure account on a straight-line basis over the lease term.

(m) Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(n) Employee benefits

The charity operates a defined contribution pension scheme for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in the accruals in the balance sheets. The assets of the plan are held separately from the charity in an independently administered fund.

Previously the pension provision was made through multiemployer defined benefit pension plans. Where it is not possible for the charity to obtain sufficient information to enable it to account for a plan as a defined benefit plan, it accounts for the plan as a defined contribution plan. Where the plan is in deficit and where the charity has agreed, with the plan, to participate in a deficit funding arrangement, the charity recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the Statement of Financial Activities. The unwinding of the discount is recognised as a finance cost. A liability for the agreed pension scheme deficit plan of the TPT Retirement Solution Scheme has been included based on an estimate of the remaining costs to complete the wind up of the scheme, in accordance with the Schedule of Contributions dated 31 March 2024.

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1. ACCOUNTING POLICIES (continued)

(o) Critical Accounting Estimates and Areas of Judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

a) Judgements in applying the entity's accounting policies:

(i) Multi-employer defined benefit pension schemes
The charity participates in a multi-employer defined benefit pension scheme with other organisations. In the judgement of the trustees, the charity does not have sufficient information on the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets. Therefore, the schemes are accounted for as defined contribution schemes.

b) Judgements in applying the entity's accounting policies:

(i) Multi-employer defined benefit pension schemes
The charity has an obligation to pay a deficit funding arrangement in respect of a multi-employer defined benefit pension scheme. The present value of the obligation depends on a number of factors including the RPI rate and the discount rate on corporate bonds. Management have used the present value provided by the Scheme administrators in determining the new pension obligation in the balance sheet.

(ii) Useful economic lives and residual values of tangible assets
The annual depreciation charge of tangible assets is sensitive to changes in the estimated useful economic lives and the residual value of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on economic utilisation, physical condition and future investments of assets.

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2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations and fundraising income	70,071	-	70,071	75,513
	70,071	**-**	**70,071**	**75,513**
Total 2024	**75,513**	-	**75,513**	

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	*RESTATED* Total funds 2024 £
Core Management and Premises	154,238	20,879	175,117	186,024
Hire	32,764	-	32,764	31,422
Older people services	12,500	192,520	205,020	279,803
Children and family services	-	58,507	58,507	117,083
Outdoor Activities	-	1,000	1,000	27,917
Adult Groups	6,262	20,380	26,642	14,274
Befriending	-	47,343	47,343	49,663
	205,764	**340,629**	**546,393**	**706,186**
Total 2024	**187,062**	**519,124**	**706,186**	

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4. INVESTMENT INCOME

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Investment income	-	-	-	71
Bank interest	-	-	-	1,493
	-	**-**	**-**	**1,564**
Total 2024	**1,564**	-	**1,564**	

5. TOTAL RESOURCES EXPENDED

	Staff costs	Direct costs	Allocation of Governance costs	Allocation of Support costs	2025 Total
	£	**£**	**£**	**£**	**£**
Raising Funds	-	44,685	-	-	**44,685**
Older People	183,603	31,126	1,739	230,556	**447,024**
Children & Family	35,541	16,944	337	44,630	**97,452**
Outdoor Activities	4,457	2,555	42	5,597	**12,651**
Adult Groups	4,838	9,147	46	6,075	**20,106**
Befriending	18,563	1,079	176	23,310	**43,128**
Governance Costs	-	2,340	(2,340)	-	**-**
Support Costs	187,182	122,986	-	(310,168)	**-**
Total	**434,184**	**230,862**	**-**	**-**	**665,046**

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5. TOTAL RESOURCES EXPENDED (continued)

Prior year	Staff costs	Direct costs	Allocation of Governance costs	Allocation of Support costs	2024 Total
	£	£	£	£	£
Raising Funds	-	31,428	-	-	31,428
Older People	154,686	23,465	3,875	145,903	327,929
Children & Family	87,480	14,401	2,191	82,512	186,584
Outdoor Activities	35,151	11,633	881	33,155	80,820
Adult Groups	11,699	2,903	293	11,034	25,929
Befriending	42,299	9,510	1,060	39,897	92,766
Governance Costs	-	8,300	(8,300)	-	-
Support Costs	160,819	151,682	-	(312,501)	-
Total	492,134	253,322	-	-	745,456

	Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024
	£	£	£
Raising funds	31,428	-	31,428
Charitable activities	320,801	393,227	714,028
	352,229	**393,227**	**745,456**

6. NET INCOME/(EXPENDITURE)

This is stated after charging:

	2025	2024
	£	£
Depreciation of tangible fixed assets:	**26,329**	25,599
Auditors' remuneration (VAT inclusive)	**-**	8,400
Independent examiners fees (VAT inclusive)	**2,340**	-

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7. AUDITORS' REMUNERATION

	2025	2024
	£	£
Independent examinators remuneration (VAT inclusive)	**2,340**	8,400
	2,340	8,400

8. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES AND THE COST OF KEY MANAGEMENT PERSONNEL

Staff costs were as follows:

	2025	2024
	£	£
Salaries	**388,700**	443,741
Employers NI	**26,211**	22,630
Pension costs	**19,273**	24,446
Temporary staff costs	**-**	1,317
	434,184	**492,134**

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

2025	2024
No.	No.
10	**14**

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

During 2025, no Trustees were paid or received any other benefits from employment with the charitable company (2024: £nil). During 2025, no Trustees were reimbursed for expenses during the year (2024: £40).

The key management of the charitable company comprise the Trustees, and the Director. The Trustees do not receive any remuneration for this role. The total employee benefits of the key management personnel of the charitable company were £201,696 (2024: £136,456).

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9. TANGIBLE FIXED ASSETS

	L/Term Leasehold Property £	Leasehold Improve-ments £	Motor Vehicles £	Fixtures and fittings £	Computer equipment £	Total £
Cost						
At 1 April 2024	455,594	47,054	32,713	17,360	9,240	561,961
Additions	-	-	-	-	7,316	7,316
Disposals	-	-	(32,713)	-	-	(32,713)
At 31 March 2025	**455,594**	**47,054**	**-**	**17,360**	**16,556**	**536,564**
Depreciation						
At 1 April 2024	373,894	7,383	32,713	17,360	6,835	438,185
Charge for the year	22,780	2,353	-	-	1,196	26,329
Disposals	-	-	(32,713)	-	-	(32,713)
At 31 March 2025	**396,674**	**9,736**	**-**	**17,360**	**8,031**	**431,801**
Net book value						
At 31 March 2025	**58,920**	**37,318**	**-**	**-**	**8,525**	**104,763**
At 31 March 2024	81,700	39,671	-	-	2,405	123,776

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10. DEBTORS

	2025	2024
	£	£
Trade debtors	28,129	8,849
Other debtors	13,226	8,167
Prepayments and accrued income	43,601	39,313
	84,956	**56,329**

11. CREDITORS: Amounts falling due within one year

	2025	*RESTATED* 2024
	£	£
Trade creditors	4,752	15,298
Other taxation and social security	5,081	7,377
Other creditors	2,383	2,687
Accruals and deferred income	15,695	14,941
	27,911	**40,303**

Deferred income

Deferred income at 1 April 2024	860
Resources deferred during the year	365
Amounts released from previous years	(860)
Deferred income at 31 March 2025	**365**

Deferred income relates to income received during the year for activities taking place in 2025/2026.

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12. PROVISION FOR LIABILITIES

	2025	*RESTATED* 2024
	£	£
Defined Benefit pension scheme liability	**(8)**	420

The movement in the liability during the year was as follows:

	2025	2024
	£	£
Balance at 1 April	420	899
Unwinding of the discount factor (interest expenses)	35	35
Deficit contribution	(463)	(514)
	(8)	**420**

The Charity participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the Charity is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit Contributions

From 1 April 2022 to 31 January 2025: 3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

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12. PROVISION FOR LIABILITIES - continued

Deficit Contributions

From 1 April 2019 to 30 September 2025:	£11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Assumptions	**2024 % per annum**	**2023 % per annum**	**2022 % per annum**
Rate of discount	5.31	5.52	2.35

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

13. STATEMENT OF FUNDS

	RESTATED **Balance at 1 April 2024**	**Income**	**Expenditure**	**Gains/ (losses)**	**Balance at 31 March 2025**
	£	**£**	**£**	**£**	**£**
Unrestricted funds					
General funds	85,026	275,835	(273,112)	-	87,749
Restricted funds (summary)					
Restricted funds for charitable activities (note 14)	265,585	340,629	(391,934)	-	214,280
	350,611	**616,464**	**(665,046)**	**-**	**302,029**

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13A STATEMENT OF FUNDS – PRIOR YEAR

	Balance at 1 April 2023	Income	Expenditure	Gains/ (losses)	*RESTATED* Balance at 31 March 2024
	£	£	£	£	£
Unrestricted funds					
General funds	98,419	264,139	(352,229)	74,697	85,026
Restricted funds (summary)					
Restricted funds for charitable activities (note 14A)	214,525	519,124	(393,227)	(74,837)	265,585
	312,944	**783,263**	**(745,456)**	**(140)**	**350,611**

14. RESTRICTED FUNDS BREAKDOWN

	RESTATED Balance at 1 April 2024	Income	Expenditure	Transfers	Balance at 31 March 2025
	£	£	£	£	£
Core	30,384	20,879	-	-	51,263
Older people services	182,774	192,520	(289,371)	-	85,923
Children & Families	37,090	58,507	(66,934)	-	28,663
Outdoor Activities	-	1,000	(1,000)	-	-
Adult Groups	-	20,380	(7,440)	-	12,940
Befriending	15,337	47,343	(27,189)	-	35,491
	265,585	**340,629**	**(391,934)**	**-**	**214,280**

Older people services
This relates to funds raised for targeted services and activities for isolated and vulnerable older people.

Children and Family services
This relates to funds raised for programmes of free activities for children and whole family support.

Outdoor Activities
This relates to funds raised for volunteer befriending through sport and activity for all age adults.

Adult Groups
This relates to funds raised for a community offer of creative, learning and wellbeing classes.

Befriending
This relates to funds raised for volunteer befriending service for frail or vulnerable older people.

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14A RESTRICTED FUNDS BREAKDOWN – PRIOR YEAR *RESTATED*

	Balance at 1 April 2023 £	Income £	Expenditure £	Balance at 31 March 2024 £
Old Mortuary Renovation	104,480	-	(104,480)	-
Core	-	30,384	-	30,384
Older people services	81,121	279,804	(178,151)	182,774
Children and family services	21,888	117,083	(101,881)	37,090
Outdoor Activities	-	27,917	(27,917)	-
Adult Groups	-	14,274	(14,274)	-
Befriending	7,036	49,662	(41,361)	15,337
Balance carried forward	**214,525**	**519,124**	**(468,064)**	**265,585**

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS – CURRENT YEAR

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	104,763	-	104,763
Current assets	96,812	128,357	225,169
Creditors due within one year	(27,911)	-	(27,911)
Provisions for liabilities	8	-	8
	173,672	**128,357**	**302,029**

15A. ANALYSIS OF NET ASSETS BETWEEN FUNDS – PRIOR YEAR *RESTATED*

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	123,776	-	123,776
Current assets	148,520	119,038	267,558
Creditors due within one year	(186,850)	146,548	(40,302)
Provisions for liabilities	(420)	-	(420)
	85,026	**265,586**	**350,612**

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16. PENSION COMMITMENTS

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £19,273 (2024: £24,446).

17. OPERATING LEASE COMMITMENTS

At the 31 March 2025 the total of the Charity's future minimum lease payments under non-cancellable operating leases was:

		Land and buildings
	2025	2024
	£	£
Amounts payable		
Within one year	11,250	11,250
Between one and five years	25,151	36,401
After more than 5 years	-	-

The lease charges in 2025 was £11,248 (2024: £11,438).

18. RELATED PARTY TRANSACTION

There were no related party transactions noted during the year ending 31 March 2025 nor in the year ending 31 March 2024.

19. CONTROLLING PARTY

There was no controlling party in the year under review.

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20. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING

	2025	*RESTATED* 2024
	£	£
Net expenditure for the year (as per Statement of Financial Activities)	(48,582)	37,667
Adjustment for:		
Depreciation charges	26,329	25,599
(Losses) on investments	-	140
Dividends, interest and rents from investments	-	(1,564)
Losses on disposal of fixed assets	-	-
(Increase)/decrease in debtors	(28,627)	3,888
Decrease in creditors	(12,392)	(83,697)
Defined benefit scheme finance cost adjustment	(428)	(479)
Balance carried forward	**(63,700)**	**(18,446)**

21. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2025	2024
	£	£
Cash in hand	**140,213**	**211,229**

22. PRIOR YEAR ADJUSTMENTS

The comparative figures have been adjusted to reflect additional income for restricted grants received in 2024 which were incorrectly deferred at 31 March 2024 as the criteria to recognise income has been met at that date.

	Unrestricted	Restricted	Total
	£	£	£
Funds as previously reported at 31st March 2024	85,026	119,038	204,064
Income omitted in 2024	-	146,547	146,547
Funds restated at 31st March 2024	**85,026**	**265,585**	**350,611**

	£
Creditors as previously reported at 31st March 2024	(186,850)
Income omitted in 2024	146,547
Creditors restated at 31st March 2024	**(40,303)**

TIME AND TALENTS ASSOCIATION

England & Wales - Charity number 1084545

Accounts

Time & Talents

Where everyone feels part of a community

















Time and Talents Association

Trustees' Report and Financial Statements

for the year ending 31 March 2024

Registered Charity Number 1084545
Company number 4009766

Time and Talents Association
The Old Mortuary
St Marychurch Street
Rotherhithe
SE16 4JE

Company number: 4009766
Registered charity number: 1084545

Time and Talents Association

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Reference and Administrative Details

Charity number:	1084545	
Company number:	04009766	
Registered address:	The Old Mortuary St Marychurch Street Rotherhithe SE16 4JE	
Trustees:	Angela Woodley – Chair Rebecca Bland – Treasurer Jo Breeze – from Sept. 2023 Michael Dellapina – from Sept. 2023 Alisa Dolgova Mark Fisher	Hetal Gandhi – from Sept. 2023 Timea Kadar Anne Koch Susan Lower Francis Williams
Key Management:		
Chief Executive (through Sept. 2023)	Sarah Gibb	
Interim Chief Executive	Diana Hofler	
Chief Executive (from Dec. 2023)	Celia Watson	
Independent Auditors:	Azets Audit Services Chartered Accountants 2nd Floor, Regis House 45 King William Street London, EC4R 9 AN	
Bankers:	The Co-Operative Bank PO Box 101, 1 Balloon Street Manchester, M60 4EP	
	Unity Trust Bank Four Brindley Place Birmingham, B1 2JB	(closed July 2023)
Investment Managers:	CCLA Investment Ltd. COIF Charity Funds 80 Cheapside London, EC2V 6DZ	(closed Oct. 2023)
	M&G Investments (Charities) PO Box 9038 Chelmsford, CM99 2XF	(closed Oct. 2023)
	Black Rock Merrill Lynch PO Box 9036 Chelmsford, CM99 2XD	(closed Oct. 2023)

Time and Talents Association

Trustees' Report for the Year Ending 31 March 2024

The Trustees of the Charity, who are also the Directors of the Company for the purposes of the Companies Act 2006, present their annual report, as required by company law, together with the audited financial statements of Time and Talents Association for the year ending 31 March 2024. Reference and administrative information set out on page 2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and Activities

a) Policies and Objectives

The Charity's objects are restricted specifically, in each case, only for the public benefit of the inhabitants of the London Borough of Southwark and elsewhere and in particular:

- To relieve persons who are in a condition of financial hardship or who are otherwise in need by reason of their age, infirmity, disability or social or economic circumstances;
- To advance education;
- To provide or assist in the provision of facilities for education, recreation and other leisure time occupation in the interests of social welfare and with the object of improving the conditions of the families for whom the facilities are provided.

b) Strategies for Achieving Objectives

Time & Talents envisions a future in which everyone feels a sense of belonging and connection to their local community. Our 2022-2025 strategy outlines four pillars for achieving this vision in our local area of Rotherhithe, Bermondsey and Surrey Docks. Our strategy is underpinned by a profound commitment to providing opportunities for joy, reducing loneliness, and fostering shared experiences among diverse individuals in our community.

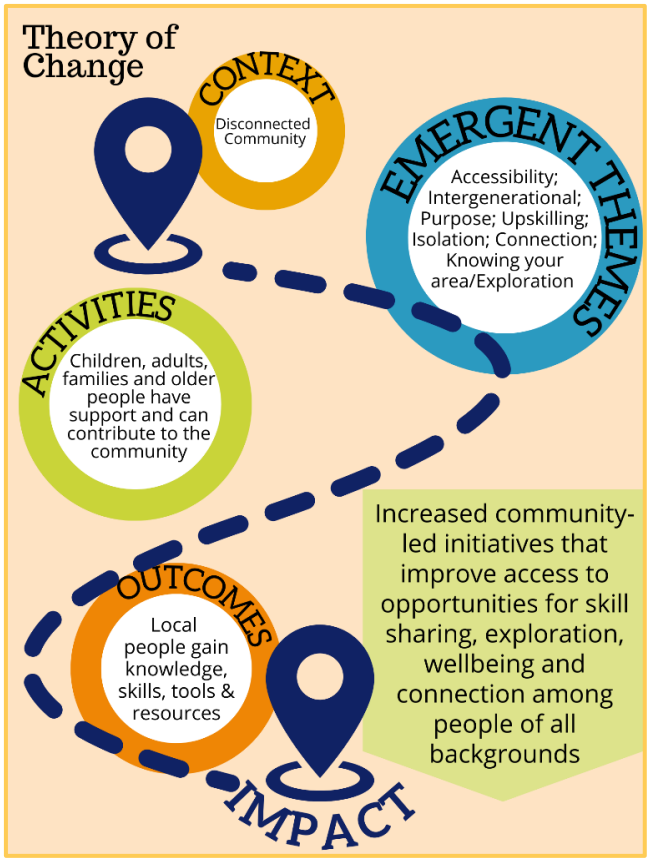
Time & Talents' 2022-2025 Strategic Summary:

- *Community Programme Development:* build connections and a sense of community through activities and pathways of change to meet the evolving needs of local residents.
- *Continuous Quality Improvement:* continually increase the quality of our services using an approach of continuous information gathering, reflection, planning and taking action.
- *Continuous Resource Development:* develop our processes to better invest in and manage our key resources: our people and our facilities.
- *Robust Financial Functions:* build our sustainable business practices, secure longer-term funding, and follow best practice to manage finances and the organisation.

Community-led Approach

Time & Talents completed the first year of our 'Rotherhithe Recovery' project, funded by National Lottery. The project is dedicated to reconnecting with and deepening the Rotherhithe and surrounding community post-Covid. This project will redevelop connections and reduce isolation amongst Rotherhithe and Bermondsey people through our programmes, establishing new links with grassroot organisations and creating a more inclusive, more connected organisation.

The crowning achievement of this work is our new Community Committee made up of local families, businesses, charitable organisations and faith groups who come together every 2-3 months. Over the year, the Community Committee has grown to have a regular core of 15-20 people who have worked with our community development worker to create a "Theory of Change" for Rotherhithe and have built T&T's connections with grassroots groups such as Uffo Athletics and Culture Tree.



In 2023 we asked participants and volunteers across all areas of Time & Talents about our impact. We are particularly proud to see a **27% increase in people strongly agreeing that "Time & Talents helps me meet people I wouldn't normally meet, including people of different ages and backgrounds"** compared to 2022.

Overall, the percentage of people surveyed who 'strongly agree' or 'agree' with the following statements:

Participating in a group or activity at T&T helps me...

...feel more positive about my local area – 98%
...meet people I wouldn't normally meet, including people of different ages and backgrounds – 96%
...make friends and build relationships – 96%
...feel supported and included – 95%
...feel able to get actively involved with my local community – 88%
...improve my wellbeing, for example feeling happier, more active or more purposeful – 96%
...have opportunities to experience happiness – 96%
... feel part of a community – 98%

Our Mission

At Time & Talents our mission is to:

- Increase the happiness and wellbeing of our community
- Build a strong sense of place and shared experience through shared space
- Make sure no one has to feel lonely, isolated or excluded, especially those most in need
- Reduce divisions and create community cohesion
- Help people support each other, by sharing their time and talents
- Stimulate community activity to build thriving, active neighbourhoods

Our work is shaped by our core values:

- We believe that 'community' doesn't just happen, and that communities have to work hard to make sure no one is excluded
- We think connected people are happier, healthier people, and that people are happiest when they're able to help others and receive help in return
- We believe passionately in inclusion in all forms
- We also know that place matters, and people need to feel genuinely involved in the place where they live

Our Work and Achievements in 2023-2024

This year we kept pushing towards a more connected society post-Covid. We welcomed familiar and new faces to our activities and events, and we worked with some of the most isolated people in our community, in one of the most unequal and deprived areas of the UK. The following report highlights our achievements and performance during 2023-2024, in line with our strategy and priorities.

1. Community Engagement



Our connection with the local area and engagement with local people underpin all of our work. The Community Committee took off this year, with **28 local people taking part in shaping our community offer** through quarterly in-person meetings and an online working group. Together they developed a new organisation-wide Theory of Change to shape Time & Talents' work and outlook.

T&T also supported **4 young people through 120 hours of work placements** in partnership with Bosco Centre's vocational college. These placements built local teens' administrative, health and social care, childcare and office work skills.

New grassroots partnerships enabled **280 local people to participate in 104 sessions** of children's Yoruba storytime, Somali games, sewing lessons and to join ongoing groups Bęc toddler sing-a-long and Magical Storytime. New partnerships also produced a Black History Month celebration and an Action on Blood (supporting BAME blood donors) screening of a Nollywood film. These partnerships and activities are all made possible through 'T&T2', our second space sponsored by British Land in Surrey Quays Shopping Centre.

Across the year we felt the impact of the ongoing Cost-of-Living crisis and worked with local funders and partners to respond. After the success of our work last winter in which we secured more than £165,000 for residents through Southwark Council's Here to Help fund, **Time & Talents received the NEC-sponsored Southwark Star award for Supporting Residents During the Cost-of-Living Crisis and was a national finalist for Locality's Transforming Lives Award**.

This winter, local partnerships ensured we were better able to signpost residents to community organisations who specialise in addressing financial hardship, keeping our own focus on the heart of our mission: connecting people and building a sense of belonging through welcoming spaces and activities. We added a hot meal option to our supported older adults' groups and ran **10 sessions of 'the Break Room' warm space** during the coldest winter weeks, where people could come for company and a hot meal, to charge their phone and to access referrals and signposting. We secured an additional **£7,100 in winter Cost of Living grants** to these local residents.

2. Children and Families Programme



Time & Talents offers free groups, activities and whole-family support in a judgement-free space. We cultivate relationships with parents and children, offering support ranging from a listening ear to targeted referrals and signposting to experts and specialist services. We see families struggling with the cost of living, and shifting benefits systems have only increased the financial difficulties that many local households are experiencing. Our whole-family approach builds strong, trusted

relationships with parents, enabling them to open up about complex, often chaotic home lives, knowing that our team has links to practical solutions.



95% of the children who attend our groups live in flats with no access to a garden, and we are lucky to have access to so much green space of our own at the Old Mortuary. Our Children and Families programme connects children to nature, supports their physical and emotional development and bridges gaps in access to cultural and community activities. In 2023-2024, our Children and Families programme engaged **393 children and their parents / carers this year in play, learning, fun and social support across 175 sessions.**

Under-5s

The Under-5s programme provides essential support to our youngest community members during their formative stages of growth. **281 children and parents / carers** came to Little Bugs Nature Club, Toddler Shake N Boogie, Magical Storytime and the **new group 'the Changing Table' for parents of new infants. In all, we ran 73 sessions for under-5s and their families.**

Little Bugs Nature Club uses outdoor play to provide children opportunities to learn about the physical world, develop fine/gross motor skills and build social skills. Equally important, parents receive help and support in a calming, natural setting. Toddler Shake N Boogie uses music, dance, singing and free play to support children's fine and gross motor-skill development, social skills and language acquisition. Magical Storytime engages children's imagination and builds literacy from the earliest foundations.



Started in September 2023, the Changing Table is a new, deliberately-small group which fosters peer support for particularly vulnerable or overwhelmed first time parents whilst simultaneously offering supported developmental opportunities with lactation consultants, Baby Yoga and Daisy Paediatric First Aid alongside play for our littlest members through sensory experiences and Baby Massage.

6-11s



Our offer for primary-aged children and families uses structured activities to build children's social and emotional development, while also providing wraparound support for their families. The groups are structured, but we also understand the need for flexibility and a family-centred approach.

No one is turned away for "lateness" and we work to communicate in ways that work best for each family. During term-time, **143 children and their parents / carers engaged in** Mischief Theatre, Forest Club, Crafty Beasts and our **re-introduced our Art Award project** delivered in partnership with Albion Primary School for the first time since the pandemic. We ran 56 sessions of term-time activities for 6-11 year olds.

Mischief Theatre is a drama club facilitated by a specialist tutor, using whole-body activities to develop children's self-esteem, sense of self and sense of worth. Forest Club is a small group that uses nature-based learning to support at-risk children to build confidence and strong, healthy relationships with safe, trusted adults. Crafty Beasts art sessions bring parents and children together in a facilitated activities, building parenting skills and supporting creativity. Art Award, a pre-pandemic group, returned this year to provide visual arts education to local creative minds. The provision of art packs to these students allow disadvantaged children to continue developing their artistic passions outside of Art Award sessions.

Emily:

Emily and her children, who attend Holiday Club, were moving from a furnished private rental property to an unfurnished council property and needed financial and practical support. They had no furniture of their own and had to pay rent on both properties for an overlapping period, so were under a lot of pressure.

We supported Emily to apply for Southwark Emergency Support Scheme (SESS) and made an application on her behalf for the Rotherhithe Consolidated Charities hardship grant. Both of these grants provided furniture and white goods. We invited her children to come to more groups so that they (and she) had access to food and snacks while here, and Emily could have a cup of tea and some respite.

Emily has had a number of her immediate financial pressures dealt with, and her children can see that we are caring and supporting their mum as well.



93 children attended Holiday Club, which ran this year during all of the major school holidays as well as October and May half-terms. During Holiday Clubs we distributed **315 food packs over 46 sessions** in partnership with Southwark Council and a local food-waste prevention project, ensuring that households experiencing food poverty had better access to fresh fruit and veg, bread, eggs, dairy, and shelf-stable foods. At Christmas, **children received more than 700 gifts** from Build-a-Bear, Amazon International, Tideway, Elba and the Hugs Foundation.

Community partnerships ensure local children can access activities which promote and preserve cultural heritage. Bęc, a **Polish-language children's singing** group, continued this year with 21 toddlers from 13 families. Yoruba Stars provided **storytime in Yoruba**, with 17 children learning their family's language. A group of Somali parents came together to run sessions that alternated **traditional Northeast African games** for local children with practical support sessions for the parent, bringing together 6 homeschooling families and ensuring their children have social development with peers regardless of 'classroom' size. Bęc, Culture Tree and Uffo Athletics all made these activities possible.

The Children & Families programme is grateful for the support of Lewin Trust and Garfield Weston Foundation.

3. Volunteering Programme

Time & Talents' volunteering programme unites people across generations and is one of the most-cited ways people say that participating in activities at T&T helps them build new friendships and meet people of different ages and backgrounds.



We could not operate without our **69 dedicated, regular volunteers** who help with everything from building and garden maintenance, lunch and group support, administrative help, befriending and countless other roles. We are especially proud of this year's **Southwark Volunteer Champions: Mick Prescott** (Green Team all-rounder), **Emma Walker** (administration support), and **Chris Paterson** (Cycling Without Age befriender).



Time & Talents has offered one-to-one Volunteer Befriending in older people's homes since our 'Visiting Scheme' began in 1966. Bicycle Befriending was developed in 2021 as the Covid pandemic re-shaped our previous Cycling Without Age offer. The programmes, linked closely with Neighbourhood Care, carefully match an older person with a volunteer Befriender based on similarities and shared interests. Through these Befriending programmes, **74 housebound older people** benefitted from in-home befrienders this year, and **37 older people were able to access green spaces** through Bicycle Befriending, a Cycling Without Age project.

In each project, the pair spend an hour together on a weekly basis, and T&T staff keep in touch to make sure things are going well and to support with any issues that arise over time, such as changing care needs. Housebound older people feel less isolated, build new friendships, gain access to outdoor spaces (through Bicycle Befriending) and improve their physical and mental health through increased fun, relationships and social support.

Jan and Stella:

Jan is Stella's Bicycle Befriender. Jan started volunteering as she wanted to get "the buzz of making a positive difference for someone else." Stella wanted to take part as she told us she was desperate for some fresh air. She often calls the team to report back with feedback like, "such a lovely ride...it was so wonderful to get outside again... I can't come out unless Jan fetches me. Without it, I'd be indoors for so many hours."

Jan has also been brilliant at looking out for simple, practical ways she can support Stella, alongside the regular rickshaw rides. She says, "Stella's eyesight is deteriorating, so she can find it hard to do some day-to-day tasks that are very easy and quick for me (e.g. post a letter, pay a bill, read important mail to her) - so I like being able to help her with things like that."

Get Active Befriending started in 2019, supporting adults to get more active, however they define this. As with our other Befriending programmes, staff thoughtfully match a volunteer befriender with a befriendee who would like a bit of encouragement and support, based on shared interests and preferences about physical activity or sports. Over a span of 6 months and with additional guidance from T&T as needed, the pair work towards instilling confidence in the befriendee, motivating them to participate in physical activities within their local community. **7 adults had a Get Active befriender** to support them in building their physical health and fitness this year.



14 runners volunteered to run the 2023 London Marathon to raise much-needed unrestricted funds for Time & Talents. These funds ensure we are able to put on projects whose funders will not fund full-cost recovery approaches. **194 corporate volunteers** from Savanta, Tideway, December 19, Amazon, British Land, Belmond, Houses of Parliament Restoration & Renewal, Tristancap, Cashplus, Xactly Corp and Johnson Matthey gave a cumulative **747 hours** of support at events and across the year.

In all, volunteers gave **10,853 hours** of their time to Time & Talents this year, or **£129,700 of in-kind donations**. We would like to particularly thank those volunteers who made an ongoing commitment this year:

Abigail Barber
Ainhoa Robles
Alison Tucker
Amel Bouacida
Amelia Axelsen
Ana Cunha
Andrew Davis
Andy Saito
Anri Heinonen
Aura Lozano
Avril Lee
Brad James
Carol Dawson
Chris Paterson
Claire Hope
Daniela Amadio
David Loveday
Delicia Reid
Doug Marks
Ed Gibson
Emma Walker
Esther Alltimes
Fuat Mehmet
Georgia Brown
Georgie Nickols
Gillian Davies
Gwen McCalla
Haji Mbarak
Heidi Hurst
Helen Bannigan
Hok Shun Poon
Ita McBride
Jennifer Bouffler
Jennifer Long
Jenny Le
Jonathan Donnelly
Jordan De Rusett
Julia Burgoyne
Julia Fitzgerald
Julia Villemonteix
Kate Savin
Katie Downing
Ken Jones
Kylie Sadler
Laura El-Hurimi
Laura Haveron
Lauren O'Callaghan
Lay Chin Koh
Liz Field
Lola Pardo
Lorraine Aldis
Lu Qin
Lydia Gallyer-Barnett
Maggie Nash
Mahaa Bengtsson
Mary Clarke
Matt Freake
Michael Houlihan
Mick Prescott
Pam Miller
Patrick O'Keefe
Paul Derozario
Reka Toth
Robert Archer
Rosie Galton
Rosie Owen
Roxanne Lyne
Rubel Ahmed
Sajni Halai
Sam Johnston
Sarah Robertson
Sean Griffin
Sid Ali Bouznada
Steven Buck
Stuart McClelland
Taneja Ankisetty
Taralyn Miller
Tassia Henkes Maciel
Tommy Joe Dennehy
Toyin Solarin
Valeria Taylor
Valerie Idowu
Vanessa Buendia
Vi Chu
Zihan Eva Chen

4. Older Adults Programme



The Older Adults programme provides regular, weekly opportunities for socialisation and support in group settings, alongside a Neighbourhood Care service which provides one-to-one support. The programme's main aim is to build connections and friendship for older people who are often lonely or isolated. Many older people tell us that as they age, their primary concern is maintaining fitness and independence in the face of long-term health conditions and ageing. A key feature of the Older Adults programme is providing opportunities for happiness, i.e. recognising that although we may not be able to change the broader circumstances of a person's condition, while they are here they can put their worries aside and have fun with others in a joyful space.



Across groups, activities and our one-to-one Neighbourhood Care service, the Older Adults programme supported **393 older people this year**, 31 of them 90+ years old (and 3 of whom are over 100!). T&T provides the only fully-escorted minibus service in Southwark, which enabled **65 housebound older people** to access social groups and activities which they otherwise could not do. Often housebound older people do not even speak to anyone who is not a paid carer outside of the social interactions they have at Time & Talents.

Time & Talents ran **494 sessions of older people's activities**, ranging from more supportive, condition-specific sessions such as Stroke Club to the independent out-and-about walking clubs. Activities may be open to all, like Friday Social, or may be aimed at particularly isolated groups, such as Men's Pub Club. In all **211 older people accessed group activities** this year.



Our groups for those older people with higher needs begin with a light lunch prepared by volunteers, followed by a fun activity, practical session (such as Pension Credit updates from advice partners) or outing. Happy Mondays, Ruby Tuesdays dementia group, Stroke Club and VIP (Visually Impaired Persons') Group supported **72 disabled older people** through activities delivered in partnership with Southwark Archives, the Old Operating Theatre, Brunel Museum, Ballers Academy, Canada Water Dance Studios, Bede House's therapy dogs programme and others. They took trips to the Horniman Museum, Hollywood Bowl, Surrey Docks Farm, Wheels for Wellbeing, Southwark Park Bowls and Canada Water Library's Comfortable Classics concerts.

Carers Club provides facilitated peer support and information sessions for **15 carers** while their cared-for person attends the supportive group. Started as a monthly meet-up, this year **Carers' Club doubled in frequency** to become fortnightly, as carers told us the support they receive here is too valuable to be only once per month. Information sessions from Southwark Carers, Alzheimer's Society, South London and Maudsley mental health services and a local talk therapy provider supplemented the peer-led sessions.



For those who are 'not yet old' but experiencing life changes such as retirement or bereavement, Friday Social provided fun and friendship to **43 young-at-heart people**. Participants saw performances from OW! Old Women's Theatre and took outings to the British Museum and the Hilton for a tea service. Green Doctor and Age UK gave informational sessions. Alongside this, our 'Let's Go For a Walk!' group and Strength & Balance classes helped **53 older people maintain the physical health** needed for continued independence.

Older men often experience difficult life changes alone, so T&T runs Pub Club and Men's Walking Group to ensure there is space dedicated to them. **27 isolated older men** this year took part in activities and trips to the Imperial War, Docklands and John Soane museums as well as tours of Tower Bridge.

Rob:

Rob is a cycle courier by trade who has always tied his social life to drinking and drug use. At 62, he finds he is no longer able to keep up with that lifestyle, and after a recent rejection by a romantic partner Rob entered a period of deep depression and social withdrawal. He tried talk therapy, but the therapist was a young woman, and he felt she couldn't understand his situation. He came to a session of the Men's Walking Group and was then invited to join Pub Club as well.

When Rob first joined in, he talked about not understanding his depression, and he responded strongly to just being listened to and heard by the other men. He said he needed a reason to leave the house, and that T&T's men's groups provided this reason for him.

During his time at Pub Club, Rob has moved from desperately needing staff to listen to him, into a space of teaching others to play backgammon. He has been slowly building himself back up and has just started work again!



Our creative groups Rainbow Arts and Rotherhithe Shed really took off this year. **32 people made, mended, sculpted and repaired**, taking trips to Dulwich Picture Gallery and Camden Town Shed. Rotherhithe Shed grew to include a **new weekly 'Pop-up Forge' session** for those interested in learning blacksmithing and celebrated 10 years with an exhibition in Southwark Park Gallery of items made in the Shed

Beyond groups, Neighbourhood Care supported **202 people one-to-one with practical issues** such as housing matters, care home placements, care plan issues and reports to social workers, and visits to services users in hospital. With help from our Cycling Without Age volunteers, **41 older people received Christmas Presents** this year donated by Tideway and Hillsong Church.

Our older adults work, including befriending for older adults, is funded in part by ***Ageing Well Southwark – Support for Seniors and Carers***, a collaboration between Southwark Council and COPSINS (the Consortium of Older People's Services in Southwark). As a founding member of COPSINS, we have long worked in partnership with other older people's charities to ensure quality support across the borough. Other funders of our older adults programme include City Bridge Trust, Henry Smith Charity, Mercers' Charity and Southwark Charities.

84-year old Rita rang us as soon as she received her gifts. She told us, *"I used to tear open presents as soon as I got them, but this is going to be the only present I get this year, so I'm saving it until Christmas day."*

5. Multigenerational Programme



Time & Talents holds multigenerational activity at the centre of our ethos and we work hard to unite people across all programme areas. We know that bringing people together of different ages and backgrounds is key to maintaining a strong, established community. We want to challenge prejudices and introduce new friends, as we know loneliness does not discriminate.

Time & Talents ran **183 group sessions for adults of all ages,** with participants aged 18 to 98 years old. **203 adults joined** tai chi, gardening, yoga, boxercise, ESOL, tennis and ACOL bridge. Sadly our Women's Boxercise came to an end this year after a fantastic run of accessible fitness, but a women's sewing group began this year after a volunteer came forward from the Community Committee.

We often run sessions bringing Holiday Club and Older Adults groups together, and this year was no different. A highlight of the year was our **Southwark Park celebration**, with sculpting and collage, dancing, and Ride & Draw cycle rides around the park bringing together children aged 6-11 with older people from our VIP group, in-home Befriendees, Ruby Tuesdays and Rainbow Arts.

Azra and Sally:

Azra is a very energetic 8 year old, and Sally (aged 72) attends Ruby Tuesdays dementia group. When planning the pairs to be cycled round Southwark Park together, we knew we needed to pair Azra with an older person who could handle whatever came her way.

As a Cycling Without Age volunteer pedalled them round the park and they drew the birds in the pond, Sally asked Azra if she draws much in school. Azra said no, and Sally reminisced about her time in primary school. Completely innocently, Azra said, "That must have been 100 years ago!" Sally and the cycling volunteer had a good chuckle at that.



Rotherhithe Shed's summer exhibition in Southwark Park Gallery was another fantastic event bringing together visitors of all ages. Sheddists had their work displayed in the gallery and ran a 'Pop-Up Shed' in the café garden, captivating local children with the bicycle-powered lathe.

Time & Talents partnered with **University of the Arts London** to run a project with local primary schools **commemorating Windrush 75**. Children invited grandparents along to an arts session facilitated by UAL and hosted by Time & Talents. This was particularly poignant as a high percentage of Rotherhithe families have personal links with Windrush. The children and their families discussed ideas of home and journeys and created "perfect recipes for home" on canvases proudly displayed at our Summer Party. Across Summer, Halloween and Polar Parties this year, **471 local people came together to share food, celebrate, dance and have fun**.

Board of Trustees

Over the course of the year, we continued to strengthen our Board of Trustees, who together bring a broad range of skillsets from the voluntary and commercial sectors. The majority of trustees are also local residents. The Board meets quarterly, and an annual strategy day allows for a constructive review of our work and ensures a renewed consideration of our priorities.

This year we welcome to the board Jo Breeze, Michael Dellapina and Hetal Gandhi.

Staffing

Our review of organisation strategy and performance continued. There was an increase from 19 to 21 to the overall headcount but the full-time equivalence level remained the same.

Financial Review

Income
In the year to 31 March 2024, Time & Talents received income of £636,716 (2023: £526,926), an increase of £109,790.

Expenditure
The annual expenditure (including non-cash cost of depreciation) was £745,456 (2023: £669,345). Staff costs at £492,134 (2023: £444,989) make up 66% of all expenditure and saw 11% increases versus 2023. Other costs increased, reflecting one-off items and inflationary pressures.

Net surplus/deficit
The deficit of £108,880 (2023: £142,696) is stated after the non-cash charge of depreciation on the historic building works and other assets of £25,599 (2023: £25,029), with a resultant cash deficit of £83,281 (2023: £117,667).

INVESTMENT AND POLICY AND PERFORMANCE

The majority of the Charity's liquid assets are kept in bank accounts and cash deposits, to ensure they would be available to cover operating needs or emergencies. The charity may invest amounts that are not immediately required for the objectives in such investments as may be thought fit by the Board of Trustees subject to such conditions and such consents as may be imposed or required by law.

RESERVES POLICY

Each year, the Board of Trustees reviews the Reserves Policy. In 2023/24 there was no change to the policy of holding a minimum of three months' operating costs in unrestricted reserves, which would cover any liabilities in the event of winding up. The Association's level of unrestricted funds at year-end 2024, totalling £204,064, complies with this policy.

The Association also holds restricted funds which are those with specific restrictions imposed by the donors and include both those received for specific projects of the Charity and funds raised for the Old Mortuary Renovation capital project. Restricted funds totalled £119,038 (2023: £214,525), at the year end and do not form a part of the Association's free reserves.

Structure, Governance and Management

a. CONSTITUTION

Time & Talents is a charitable company limited by guarantee, incorporated on 7 June 2000 and registered as a charity on 15 January 2001.

b. TIME & TALENTS BOARD OF TRUSTEES

The Trustees of the charity are known as Directors of the company, as Time & Talents is registered as a limited company and a charity. Trustees are appointed for a three-year term renewable up to nine years. New Trustees are recruited to the Board through soliciting expressions of interest through Time & Talents' supporter network, advertising on the website and through other media. Subject to having the necessary skills and experience, they can be elected to the Board by the Directors. Trustees go through a process of induction and are offered development opportunities. The Board meets four times a year as a whole group and there is an annual strategy session. There are also appropriate task and finish subcommittees when specific projects require the input of the directors. All trustees give their time voluntarily and receive no benefits from the charity.

c. ORGANISATIONAL STRUCTURE AND DECISION MAKING

The Board oversees the work of the CEO, staff and volunteers, delegating operational running of the organisation to the CEO who provides regular reports to them on progress against agreed targets to ensure the work is carried out according to the strategic plan.

d. RISK MANAGEMENT

Our Risk policy is designed to support the charity's mission and objectives. Trustees believe it is appropriate to take risks with our charity's resources in line with our strategy. We will not take any risks relating to our duty to protect our service users or volunteers.

Time & Talents is vulnerable to risk regarding its governance and oversight, regulatory compliance, finances and operations. Time & Talents is also vulnerable to risk relating to actions or behaviours of staff, volunteers and other stakeholders.

Full vetting procedures are followed for all staff and volunteers, with regular training to mitigate any Safeguarding risks.

Equally we seek to ensure that our financial and operational procedures are effective in guarding against fraud or corruption, establishing safe and appropriate working practices, preventing the misuse of private information, securing our data, and ensuring that legitimate concerns can be raised.

To this end, Time & Talents has a set of policies and procedures which include Safeguarding of Children and Vulnerable Adults, Code of Conduct, Privacy, Financial Management & Accounting, Health & Safety including lone working, Whistleblowing, Volunteering, and an employee handbook clearly laying out expectations around confidentiality, conflicts of interest, social media and other expected professional behaviours.

Strategic risks are identified and managed by senior staff and recorded in the Risk Register. The Risk Register is discussed by the Board together with mitigation actions on a quarterly basis. There is also a regular report and review of Safeguarding issues at each meeting of Trustees.

The Head of Operations is responsible for the maintenance and accuracy of the Risk Register. The Board is responsible for oversight and review of strategic risks to the organisation. The CEO has overall responsibility for implementing and monitoring this policy, which will be reviewed on a regular basis following its implementation and may be changed from time to time.

Public Benefit Statement

The objects of the charity and the activities described above ensure that Time & Talents delivers public benefit by focusing on the needs of local individuals, communities and small organisations, in particular those in need, to provide services at low or no cost in line with the duty in Section 17 of the Charities Act 2011.

Trustees' Responsibilities Statement

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

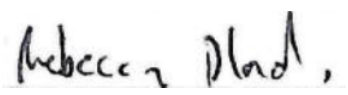
DISCLOSURE OF INFORMATION TO AUDITORS

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

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

This report was approved by the Trustees on 19 December 2023 and signed on their behalf by:





…….. ……..

Angela Woodley, Chair — Trustee

Rebecca Bland, Treasurer — Trustee

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF TIME & TALENTS ASSOCIATION

Opinion

We have audited the financial statements of Time & Talents Association (the 'charitable company') for the year ended 31 March 2024 which comprise Statement of Financial Activities, the Balance Sheet, the cashflow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF TIME & TALENTS ASSOCIATION

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit**;** or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report**.**

Responsibilities of trustees
As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;

- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

John Howard FCA (Senior Statutory Auditor)
For and on behalf of Azets Audit Services
Statutory Auditor
2nd Floor, Regis House
45 King William Street
London
EC4R 9AN

Date 20 December 2024

Time and Talents Association

STATEMENT OF FINANCIAL ACTIVITIES
(Including the Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
INCOME FROM:					
Donations and fundraising income	2	75,513	-	75,513	68,597
Charitable activities	3	187,062	372,577	559,639	457,315
Investments	4	1,564	-	1,564	1,014
TOTAL INCOME		**264,139**	**372,577**	**636,716**	**526,926**
EXPENDITURE ON:					
Raising funds		31,428	-	31,428	38,815
Charitable activities:		320,801	393,227	714,028	630,530
	5	**352,229**	**393,227**	**745,456**	**669,345**
Net gains/(losses) on investments	10	(140)	-	(140)	(277)
Net income/expenditure		**(88,230)**	**(20,650)**	**(108,880)**	**(142,696)**
Transfer between funds		74,837	(74,837)	-	-
Other recognised gains/(losses):					
Actuarial gains/(losses) on pension scheme	13	-	-	-	24
NET MOVEMENT IN FUNDS		**(13,393)**	**(95,487)**	**(108,880)**	**(142,672)**
RECONCILIATION OF FUNDS:					
Total funds brought forward	14	98,419	214,525	312,944	455,616
TOTAL FUNDS CARRIED FORWARD	14	**85,026**	**119,038**	**204,064**	**312,944**

All income and expenditure derive from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

The notes on pages 22 to 40 form part of these financial statements.

Time and Talents Association

BALANCE SHEET
FOR THE YEAR ENDED 31 MARCH 2024

Company number: 04009766

	Notes	2024 £	2024 £	2023 £	2023 £
FIXED ASSETS					
Tangible assets	9		123,776		147,784
Investments	10		-		3,104
			123,776		150,888
CURRENT ASSETS					
Debtors	11	56,329		60,217	
Cash at bank and in hand		211,229		226,738	
		267,558		286,955	
CREDITORS: amounts falling due within one year	12	(186,850)		(124,000)	
NET CURRENT ASSETS			80,708		162,955
Defined benefit pension scheme	13		(420)		(899)
NET ASSETS			**204,064**		**312,944**
CHARITY FUNDS					
Restricted funds	15		119,038		214,525
Unrestricted funds	14		85,026		98,419
TOTAL FUNDS			**204,064**		**312,944**

These financial statements have been prepared in accordance with the special provision of Part 15 of the Companies Act 2006 relating to charitable small companies.

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

A.L. Woodley

.....

Angela Woodley, Chair
Trustee

Rebecca Bland,

.....

Rebecca Bland, Treasurer
Trustee

The notes on pages 22 to 40 form part of these financial statements.

Time and Talents Association

STATEMENT OF CASHFLOW
FOR THE YEAR ENDED 31 MARCH 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash used in operating activities	**21**	(18,446)	(127,575)
		(18,446)	(127,575)
Cash flows from investing activities:			
Dividends, interest and rents from investments		1,564	1,014
Purchase of tangible fixed assets		(1,591)	(9,977)
Proceeds on sale of investments		2,964	-
Net cash provided by investing activities		**2,937**	**(8,963)**
Change in cash and cash equivalents in the year		(15,509)	(136,538)
Cash and cash equivalents brought forward		226,738	363,276
Cash and cash equivalents carried forward	**22**	**211,229**	**226,738**

The notes on pages 22 to 40 form part of these financial statements.

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

1. ACCOUNTING POLICIES

(a) General information and basis of preparation

Time & Talents Association is a company limited by guarantee in the United Kingdom. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company. The address of the registered office is given in the reference and administrative details on page 1 of these financial statements. The nature of the charity's operations and principal activities are set out on page 2.

The charitable company constitutes a public benefit entity as defined by FRS 102.

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 (FRS 102) issued on 16 July 2015 (as updated through Update Bulletin published on 2 February 2017), the Financial Reporting Standard applicable in the United Kingdom (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2017.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Going Concern

The Trustees have considered the organisation's performance, they have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements and believe that no material uncertainties exist. The financial statements have therefore been prepared on a going concern basis.

(c) Funds

Unrestricted funds - represent funds which can be used in accordance with the charitable objects at the discretion of the Trustees.

Designated funds – these are funds set aside by the Trustees out of unrestricted general funds for specific purposes or projects.

Restricted funds - represent funds which are to be used in accordance with specific restrictions imposed by donors or when the funds are raised by the charity for particular purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1. ACCOUNTING POLICIES (continued)

(d) Income

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

Donations and fundraising income are recognised in the financial statements when the Association is convinced that there is entitlement to the income, there is certainty of receipt and the amount in question is measurable.

Income from charitable activities includes income from grants and donations. Grant income is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Investment income, which includes interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised. Refer to the Trustees' report for more information about the support provided by general volunteers to the Association.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the company which is the amount the company would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

(e) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.

1. ACCOUNTING POLICIES (continued)

(e) Expenditure (continued)

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Long Term Leasehold Property	20 years straight line
Motor Vehicles	20% reducing balance
Fixtures, Fittings and Equipment	20% - 33% reducing balance
Computer Equipment	20% - 33% reducing balance
Garden Office	20 years straight line

All assets costing more than £500 are capitalised.

(g) Investments

Fixed Asset Investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment.

Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the Statement of financial activities incorporating income and expenditure account.

(h) Debtors

Trade debtors are recognised at the settlement amount after any trade discount offered. Other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

(i) Cash at bank and in hand

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

1. ACCOUNTING POLICIES (continued)

(j) Creditors and provisions

Creditors are recognised where the Trust has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Other creditors and accruals are recognised at their settlement amount due.

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

(k) Financial Instruments

The association only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

(l) Operating Leases

Rentals under operating leases are charged to the Statement of financial activities incorporating income and expenditure account on a straight-line basis over the lease term.

(m) Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(n) Employee benefits

The charity operates a defined contribution pension scheme for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in the accruals in the balance sheets. The assets of the plan are held separately from the charity in an independently administered fund.

Previously the pension provision was made through multiemployer defined benefit pension plans. Where it is not possible for the charity to obtain sufficient information to enable it to account for a plan as a defined benefit plan, it accounts for the plan as a defined contribution plan. Where the plan is in deficit and where the charity has agreed, with the plan, to participate in a deficit funding arrangement, the charity recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the Statement of Financial Activities. The unwinding of the discount is recognised as a finance cost. A liability for the agreed pension scheme deficit plan of the TPT Retirement Solution Scheme has been included based on an estimate of the remaining costs to complete the wind up of the scheme, in accordance with the Schedule of Contributions dated 31 March 2024.

1. ACCOUNTING POLICIES (continued)

(o) Critical Accounting Estimates and Areas of Judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

a) Judgements in applying the entity's accounting policies:

(i) Multi-employer defined benefit pension schemes
The charity participates in a multi-employer defined benefit pension scheme with other organisations. In the judgement of the trustees, the charity does not have sufficient information on the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets. Therefore, the schemes are accounted for as defined contribution schemes.

b) Judgements in applying the entity's accounting policies:

(i) Multi-employer defined benefit pension schemes
The charity has an obligation to pay a deficit funding arrangement in respect of a multi-employer defined benefit pension scheme. The present value of the obligation depends on a number of factors including the RPI rate and the discount rate on corporate bonds. Management have used the present value provided by the Scheme administrators in determining the new pension obligation in the balance sheet.

(ii) Useful economic lives and residual values of tangible assets
The annual depreciation charge of tangible assets is sensitive to changes in the estimated useful economic lives and the residual value of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on economic utilisation, physical condition and future investments of assets.

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

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations and fundraising income	75,513	-	75,513	48,597
Legacies	-	-	-	20,000
	75,513	**-**	**75,513**	**68,597**
Total 2023	**68,597**	-	**68,597**	

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Core Management and Premises	155,640	-	155,640	159,884
Hire	31,422	-	31,422	16,443
Older people services	-	206,478	206,478	176,980
Children and family services	-	89,582	89,582	65,092
Outdoor Activities	-	27,917	27,917	11,780
Adult Groups	-	14,274	14,274	922
Befriending	-	34,326	34,326	26,214
	187,062	**372,577**	**559,639**	**457,315**
Total 2023	**176,327**	**280,988**	**457,315**	

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

4. INVESTMENT INCOME

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Investment income	71		71	134
Bank interest	1,493		1,493	880
	1,564		**1,564**	**1,014**
Total 2023	**1,014**		**1,014**	

5. TOTAL RESOURCES EXPENDED

	Staff costs	Direct costs	Allocation of Governance costs	Allocation of Support costs	2024 Total
	£	**£**	**£**	**£**	**£**
Raising Funds	-	31,428	-	-	**31,428**
Older People	154,686	23,465	3,875	145,902	**327,928**
Children & Family	87,480	14,401	2,191	82,512	**186,584**
Outdoor Activities	35,151	11,633	881	33,155	**80,820**
Adult Groups	11,699	2,903	293	11,035	**25,930**
Befriending	42,299	9,510	1,060	39,897	**92,766**
Governance Costs	-	8,300	(8,300)	-	**-**
Support Costs	160,819	151,682	-	(312,501)	**-**
Total	**492,134**	**253,322**	**-**	**-**	**745,456**

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

5. TOTAL RESOURCES EXPENDED (continued)

Prior year	Staff costs	Direct costs	Allocation of Governance costs	Allocation of Support costs	2023 Total
	£	£	£	£	£
Raising Funds	-	38,815	-	-	38,815
Older People	126,749	12,848	3,044	97,241	239,882
Children & Family	78,464	13,289	1,884	60,196	153,833
Outdoor Activities	64,777	8,235	1,556	49,696	124,264
Adult Groups	16,749	6,608	402	12,849	36,608
Befriending	41,161	2,216	988	31,578	75,943
Governance Costs	-	7,874	(7,874)	-	-
Support Costs	117,089	134,471	-	(251,560)	-
Total	444,989	224,356	**-**	**-**	669,345

6. NET INCOME/(EXPENDITURE)

This is stated after charging:

	2024	2023
	£	£
Depreciation of tangible fixed assets: - owned by the charity	**25,599**	25,029
Auditors' remuneration (VAT inclusive)	**8,400**	7,874

7. AUDITORS' REMUNERATION

	2024 £	2023 £
Auditors remuneration (VAT inclusive)	**8,400**	6,750
Auditors remuneration – non-audit work (VAT inclusive)	**-**	2,220
Over/(under) provision in prior years	**-**	(1,096)
	8,400	7,874

8. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES AND THE COST OF KEY MANAGEMENT PERSONNEL

Staff costs were as follows:

	2024 £	2023 £
Salaries	**443,741**	387,824
Employers NI	**22,630**	31,186
Pension costs	**24,446**	16,567
Temporary staff costs	**1,317**	9,412
	492,134	**444,989**

The average number of FTE employed by the company during the year was as follows:

	2024 No.	2023 No.
	14	**14**

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

During 2024, no Trustees were paid or received any other benefits from employment with the charitable company (2023: £nil). During 2024, one Trustees was reimbursed for expenses during the year £40 (2023: £nil).

The key management of the charitable company comprise the Trustees, the CEO and the Head of Operations. The Trustees do not receive any remuneration for this role. The total employee benefits of the key management personnel of the charitable company were £105,411 (2023: £107,188).

9. TANGIBLE FIXED ASSETS

	L/Term Leasehold Property £	Leasehold Improve-ments £	Motor Vehicles £	Fixtures and fittings £	Computer equipment £	Total £
Cost						
At 1 April 2023	455,594	47,054	32,713	17,360	13,009	565,730
Additions	-	-	-	-	1,591	1,591
Disposals	-	-	-	-	(5,360)	(5,360)
At 31 March 2024	**455,594**	**47,054**	**32,713**	**17,360**	**9,240**	**561,961**
Depreciation						
At 1 April 2023	351,114	5,030	32,713	17,360	11,729	417,946
Charge for the year	22,780	2,353	-	-	466	25,599
Disposals	-	-	-	-	(5,360)	(5,360)
Transfers						
At 31 March 2024	**373,894**	**7,383**	**32,713**	**17,360**	**6,835**	**438,185**
Net book value						
At 31 March 2024	**81,700**	**39,671**	**-**	**-**	**2,405**	**123,776**
At 31 March 2023	104,480	42,024	-	-	1,280	147,784

10. FIXED ASSET INVESTMENTS

	Listed securities £
Market value	
At 1 April 2023	3,104
Disposal of investments	(2,964)
Loss on investments	(140)
At 31 March 2024	-

Investments at market value comprise:

	2024 £	2023 £
Listed investments	-	3,104

11. DEBTORS

	2024 £	2023 £
Trade debtors	8,849	14,804
Other debtors	8,167	-
Prepayments and accrued income	39,313	45,413
	56,329	**60,217**

12. CREDITORS: Amounts falling due within one year

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

	2024 £	2023 £
Trade creditors	15,298	5,162
Other taxation and social security	7,377	6,837
Other creditors	2,687	5,446
Accruals and deferred income	161,488	106,555
	186,850	**124,000**

Deferred income	
Deferred income at 1 April 2023	93,780
Resources deferred during the year	147,407
Amounts released from previous years	(93,780)
Deferred income at 31 March 2024	**147,407**

Deferred income relates to income received during the year for activities taking place in 2023/2024.

13. PROVISION FOR LIABILITIES

	2024	2023
	£	£
Defined Benefit pension scheme liability	**420**	899

The movement in the liability during the year was as follows:

	2024	2023
	£	£
Balance at 1 April	899	1,411
Unwinding of the discount factor (interest expenses)	35	26
Deficit contribution	(514)	(514)
Remeasurement – amendments to the contribution schedule	-	(24)
	420	**899**

The Charity participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the Charity is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit Contributions

From 1 April 2022 to 31 January 2025: 3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

13. PROVISION FOR LIABILITIES - continued

Deficit Contributions

From 1 April 2019 to 30 September 2025:	£11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Assumptions	2024 % per annum	2023 % per annum	2022 % per annum
Rate of discount	5.31	5.52	2.35

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

14. STATEMENT OF FUNDS

	Balance at 1 April 2023 £	Income £	Expenditure £	Gains/ (losses) £	Balance at 31 March 2024 £
Unrestricted funds					
General funds	98,419	264,139	(352,229)	74,697	85,026
Restricted funds (summary)					
Restricted funds for charitable activities (note 16)	214,525	372,577	(393,227)	(74,837)	119,038
	312,944	**636,716**	**(745,456)**	**(140)**	**204,064**

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

14A STATEMENT OF FUNDS – PRIOR YEAR

	Balance at 1 April 2022	Income	Expenditure	Gains/ (losses)	Balance at 31 March 2023
	£	£	£	£	£
Unrestricted funds					
General funds	205,806	245,938	(353,072)	(253)	98,419
Restricted funds (summary)					
Restricted funds for charitable activities (note 16A)	249,810	280,988	(316,273)	-	214,525
	455,616	**526,926**	**(669,345)**	**(253)**	**312,944**

15. RESTRICTED FUNDS BREAKDOWN

	Balance at 1 April 2023	Income	Expenditure	Transfers	Balance at 31 March 2024
	£	£	£	£	£
Old Mortuary Renovation	104,480	-	-	(104,480)	-
Older people services	81,121	206,478	(178,151)	-	109,448
Children & Families	21,888	89,582	(101,881)	-	9,589
Outdoor Activities	-	27,917	(46,784)	18,867	-
Adult Groups	-	14,274	(14,602)	328	-
Befriending	7,036	34,325	(51,809)	10,448	-
	214,525	**372,576**	**(393,227)**	**(74,837)**	**119,037**

15. RESTRICTED FUNDS BREAKDOWN – CONTINUED

Old Mortuary Renovation
This relates to funds raised for the Old Mortuary Renovation Capital project to which the annual depreciation is allocated.

Older people services
This relates to funds raised for targeted services and activities for isolated and vulnerable older people.

Children and Family services
This relates to funds raised for programmes of free activities for children and whole family support.

Outdoor Activities
This relates to funds raised for volunteer befriending through sport and activity for all age adults.

Adult Groups
This relates to funds raised for a community offer of creative, learning and wellbeing classes.

Befriending
This relates to funds raised for volunteer befriending service for frail or vulnerable older people.

15A RESTRICTED FUNDS BREAKDOWN – PRIOR YEAR

	Balance at 1 April 2022	Income	Expenditure	Balance at 31 March 2023
	£	£	£	£
Old Mortuary Renovation	127,260	-	(22,780)	104,480
Older people services	49,050	167,647	(135,576)	81,121
Children and family services	49,302	65,092	(92,506)	21,888
Outdoor Activities	-	11,780	(11,780)	-
Adult Groups	-	922	(922)	-
Befriending	24,198	26,214	(43,376)	7,036
Older Activities	-	9,333	(9,333)	-
Balance carried forward	**249,810**	**280,988**	**(316,273)**	**214,525**

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS – CURRENT YEAR

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	123,776	-	123,776
Current assets	148,521	119,037	267,558
Creditors due within one year	(186,850)	-	(186,850)
Provisions for liabilities	(420)	-	(420)
	85,027	**119,037**	**204,064**

16A. ANALYSIS OF NET ASSETS BETWEEN FUNDS – PRIOR YEAR

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	43,304	104,480	147,784
Fixed asset investments	3,104	-	3,104
Current assets	176,910	110,045	286,955
Creditors due within one year	(124,000)	-	(124,000)
Provisions for liabilities	(899)	-	(899)
	98,419	**214,525**	**312,944**

17. PENSION COMMITMENTS

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £24,446 (2023: £16,567).

18. OPERATING LEASE COMMITMENTS

At the 31 March 2024 the total of the Charity's future minimum lease payments under non-cancellable operating leases was:

		Land and buildings
	2024	2023
	£	£
Amounts payable		
Within one year	11,250	11,250
Between one and five years	36,401	45,000
After more than 5 years	-	2,651

19. RELATED PARTY TRANSACTION

There were no related party transactions noted during the year ending 31 March 2024 nor in the year ending 31 March 2023.

20. CONTROLLING PARTY

There was no controlling party in the year under review.

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

21. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING

	2024	2023
	£	£
Net expenditure for the year (as per Statement of Financial Activities)	(108,880)	(142,672)
Adjustment for:		
Depreciation charges	25,599	25,029
(Losses) on investments	140	277
Dividends, interest and rents from investments	(1,564)	(1,014)
Losses on disposal of fixed assets	-	1,494
(Increase)/decrease in debtors	3,888	(12,702)
Increase in creditors	62,850	2,525
Defined benefit scheme finance cost adjustment	(479)	(512)
Balance carried forward	**(18,446)**	**(127,575)**

22. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2024	2023
	£	£
Cash in hand	**211,229**	**226,738**

TIME AND TALENTS ASSOCIATION

England & Wales - Charity number 1084545

Accounts

Company number: 4009766

Time & Talents

Where everyone feels part of a community

Time and Talents Association

Trustees' Report and Financial Statements

for the year ending 31 March 2023







Time and Talents Association
The Old Mortuary
St Marychurch Street
Rotherhithe
London
SE16 4JE

Company number: 4009766
Registered charity number: 1084545

Time and Talents Association

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Reference and Administrative Details

Charity number:	1084545
Company number:	04009766
Registered address:	The Old Mortuary St Marychurch Street Rotherhithe SE16 4JE
Trustees:	Angela Woodley – Chair Rebecca Bland – Treasurer Alisa Dolgova Mark Fisher Truly Johnson – resigned 24 November 2022 Timea Kadar Anne Koch Susan Lower Francis Williams
Key Management:	
Chief Executive (until 22/09/2023)	Sarah Gibb
Chief Executive (from 04/12/2023	Celia Watson
Head of Operations	Diana Hofler
Independent Auditors:	Azets Audit Services Chartered Accountants 2nd Floor, Regis House 45 King William Street London EC4R 9 AN
Bankers:	The Co-Operative Bank PO Box 101, 1 Balloon Street Manchester, M60 4EP Unity Trust Bank Four Brindley Place Birmingham, B1 2JB
Investment Managers:	CCLA Investment Ltd. COIF Charity Funds 80 Cheapside London, EC2V 6DZ M&G Investments (Charities) PO Box 9038 Chelmsford, CM99 2XF Black Rock Merrill Lynch PO Box 9036 Chelmsford, CM99 2XD

Time and Talents Association

Trustees' Report for the Year Ending 31 March 2023

The Trustees of the Charity, who are also the Directors of the Company for the purposes of the Companies Act 2006, present their annual report, as required by company law, together with the audited financial statements of Time and Talents Association for the year ending 31 March 2023. Reference and administrative information set out on page 2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and Activities

a) Policies and Objectives

The Charity's objects are restricted specifically, in each case, only for the public benefit of the inhabitants of the London Borough of Southwark and elsewhere and in particular:

- To relieve persons who are in a condition of financial hardship or who are otherwise in need by reason of their age, infirmity, disability or social or economic circumstances;
- To advance education;
- To provide or assist in the provision of facilities for education, recreation, and other leisure time occupation in the interests of social welfare and with the object of improving the conditions of the families for whom the facilities are provided.

b) Strategies for Achieving Objectives

In an increasingly interconnected yet often isolated world, Time & Talents envisions a future where the sense of belonging, and community is felt by all. Launched in the summer of 2022, our three-year strategy sets out areas of focus and priorities for achieving this vision, underpinned by a profound commitment to enhancing happiness, reducing loneliness, and fostering shared experiences among diverse individuals in our local area of Rotherhithe and Bermondsey.

Our Mission

At Time & Talents our mission is to:

- Increase the happiness and wellbeing of our community
- Build a strong sense of place and shared experience through shared space
- Make sure no one has to feel lonely, isolated or excluded, especially those most in need
- Reduce divisions and create community cohesion
- Help people support each other, by sharing their time and talents
- Stimulate community activity to build thriving, active neighbourhoods

Our work is shaped by our core values, refined this year to be:

- We believe that 'community' doesn't just happen, and that communities have to work hard to make sure no one is excluded
- We think connected people are happier, healthier people, and that people are happiest when they're able to help others and receive help in return
- We believe passionately in inclusion in all forms
- We also know that place matters, and people need to feel genuinely involved in the place where they live

There are four key objectives of our three-year plan:

Key Objectives			
Community Programme Development	**Continuous Quality Improvement**	**Continuous Resource Development**	**Robust Financial Functions**
We will build connections and a sense of community through activities and pathways of change to meet the evolving needs of local residents.	We will continually increase the quality of our services using an approach of continuous information gathering, reflection, planning and taking action.	We will develop our processes to better invest in and manage our key resources: our people and our facilities.	We will build our sustainable business practices, secure longer-term funding, and follow best practice to manage finances and the organisation.
• Improve physical and mental wellbeing through fun, friendships and a sense of belonging • Meet growing need through increasing the effectiveness of the children and family offer • Refine intergenerational offer to better include house-bound older adults and the volunteering programme • Improve mutually beneficial partnership work, building more creative, physical and educational activities into services and community offer • Increase our reach into marginalised groups locally	• Monitor information through annual user evaluation survey and quarterly co-produced group planning sessions • Analyse information gathered from service users, comparing year-on-year • Identify and monitor trends in Safeguarding, Data Protection and Health & Safety issues and incidents and comments and complaints through bi-annual reviews • Regular revision of policies and procedures, learning from best practice in the sector • Continue consideration of what quality marks would be beneficial	• Training needs analysis embedded in regular structured staff supervision and performance reviews • Annual review of exit interviews to identify potential areas of improvement in staff satisfaction • Annual review of HR processes, staff pay and working conditions • Ensure strong governance by comprehensive annual skills audit and gap analysis of the trustees • Develop robust, inclusive internship and work experience programme for local residents	• Invest in income generation to maximise a portfolio of diverse sources: large and small grants and donations, short-term and long-term funds, and venue hire • Robust approach to risk assessment and management, ensuring accountability for budgets and financial processes • Ongoing review of business processes to ensure lean effective operations including continuous review of external providers, balancing cost effectiveness and environmental impact

Equity, Diversity and Inclusion

We continued to drive forward our work in this priority area throughout the year with positive developments. The regular internal equity, diversity, and inclusion (EDI) forum evolved into whole-team discussions during every team meeting as a fixed agenda item. This helped to mainstream EDI and has encouraged staff to feel safe and more confident to raise concerns and issues of interest. We have responded by delivering a variety of trainings such as Unconscious Bias, Disability Rights, and an Opening Doors LGBTQ+ Older Adults briefing.

Externally, securing National Lottery Reaching Communities funding has enabled us to recruit a Community Development Worker and strengthen our ability to work very proactively in outreach to build our connections and engagement with more Black and otherwise minoritized voices in the community. In turn, this is informing our programme design.

We were delighted to be accepted onto the Transformational Leadership Programme, an initiative that supports organisations in Lambeth and Southwark to strengthen their EDI strategies. In these boroughs the proportion of people living with two or more long-term health conditions is almost twice as high among Black communities as white ones. The programme is designed for organisations whose work impacts communities in Lambeth and/or Southwark and who are committed to taking action to improve racial equity, both within the organisation and in services delivered. It is delivered by Inclusive Boards, an executive search and advisory firm specialising in diversity and inclusion, and Do It Now, an open innovation organisation committed to the empowerment of Black people through the provision of opportunities. Over the course of a year, we are being supported with an EDI health check which provides bespoke recommendations and tailored guidance to develop and deliver an EDI action plan. We are also undergoing one-to-one support from an EDI specialist, gaining access to training and peer learning opportunities and will benefit from a leader being appointed to our board who will be committed to improving health outcomes, supporting the quality of our decision making on EDI and sharing their learning.

Our Work and Achievements in 2022-2023

The following report highlights our achievements and performance during 2022-2023, in line with our new three-year strategy and priorities for change.

As we marked the milestone of our 135th year, we were relieved to see in-person attendance in our groups and activities grow back to pre-pandemic levels over the year. We welcomed familiar and new faces through our doors of welcome and sanctuary, and we continued to work with some of the most vulnerable and isolated people in our community – in one of the most unequal and deprived areas of the UK.

Whilst Covid restrictions were ending, the various impacts of the pandemic continued to play out for people of all ages, as they will for years to come. The emerging Cost-of-Living Crisis compounded these issues when energy and fuel costs started skyrocketing in June 2022, along with inflation and consumer price spikes causing deep and immediate problems for older people, families, and many other people. We are user-led and adaptable, and the staff team quickly responded to this crisis by stepping up to work beyond our usual, ongoing remit. Local people of all ages in



hardship or facing difficulties came to us for support to access information, signposting, and referrals into specialist services. In collaboration with the Local Authority and a network of community organisations we worked to increase take-up of Pension Credit and ran Warm Space sessions twice every week November through March. We gave slippers, gloves, hats, and scarves to people in need, and partnered with Wrap-Up London to become a collection and distribution centre for coats: we helped more than **120 people access a warm winter coat** or other piece of warm clothing.

Most significantly, as a referral partner for the Southwark Council 2022-2023 Cost of Living Here to Help fund, we made over 2,000 referrals for £100 grants resulting in more than **£165,000 awarded to residents.**

Whilst 75% of Southwark residents do not have any outdoor space at home, this is 95% for the children we work with. The opportunity to play and learn safely outside in our grounds was again highly valued, and we continue to see need for our services grow year on year. We **provided 30% more people** with face-to-face activities in our Children & Families programme this year – **487 people**, up from 375 last year and 265 the year before. In total over 2022-2023 we ran **166 sessions,** supporting **312 children** to learn, play and grow, while **175 parents** were able to access peer support and signposting for their own needs. **121 of these parents have children under 5** and many are first-time parents who are most in need of a trusted source of support and information.



Children and their parents continue to tell us that, as a direct result of participating in our groups, the children have experienced growing confidence, built social skills, improved communication skills, increased their physical activity and explored new things. We started a new after-school drama club in September 2022, **Mischief Theatre**, to continue building children's teamwork and self-confidence, and resumed our **Tiny Talents** group for pre-crawling babies and parents.



We ran holiday clubs every school holiday, supporting **63 children** experiencing food insecurity. An important benefit of these clubs is the weekly supplemental food pack that we send home with each child, often with additional packs for siblings or others we know to be in the home. We distributed **450 food packs** in partnership with Southwark Council and a local food-waste prevention project, ensuring that households experiencing food poverty had better access to fresh fruit and veg, bread, eggs, dairy, and shelf-stable dry or tinned goods.

We ran our first Halloween Party in three years, and **86 children** made masks, decorated pumpkins, and got spooked! This Christmas, 100 wrapped gifts and 75 books were distributed to children, donated from Team London Bridge, Tideway, the National Literacy Trust, and local donors. Tideway volunteers also joined T&T staff in our annual gift-wrapping day: in total more than **225 presents were distributed**, including those which went to local housebound older people without family.



We continued to see increased referrals and demand for our services for older adults as well. Over the course of the year, we worked with **481 people aged over 55**, compared with 393 the previous year and 340 the year before. **43 of these were over 90 years of age (7 people 100+ years old!)**. In addition to **89 assessments** for groups and Neighbourhood Care coordination, we provided one-to-one in-depth support to a **further 141 people**, including helping with housing matters, care home placements, care plan issues, reports to social workers and visits to service users in hospital.



Our older adults work is funded in part by ***Ageing Well Southwark – Support for Seniors and Carers***, a collaboration between Southwark Council and COPSINS (the Consortium of Older People's Services in Southwark). As a founding member of COPSINS, we have long worked in partnership with other older people's charities to ensure quality support across the borough.

We deliver one arm of the COPSINS volunteer Befriending service, providing one-to-one Befriending for housebound older adults in Bermondsey, Rotherhithe, and Surrey Quays to help provide opportunities for friendship and fun regardless of their ability to come to our venues. Our Befriending programme supported **28 new matches** this year; in conjunction with friendships that continued over from previous years, **90 older people** had volunteer befrienders this year.



Cycling Without Age (CWA) evolved to a one-to-one befriending model, in which the same volunteer would visit regularly to cycle the older person around in our trishaws. **22 Bicycle Befriending pairs** were formed this year, and feedback from service users and volunteers shows that the project is now building meaningful, lasting friendships as well as helping housebound people experience nature and the outdoors.

Designed to support people with memory issues while providing respite for their Carers, Ruby Tuesdays engaged **24 higher-needs older adults** in dance, art, and reminiscence. Alongside this, the Carers' Club is a monthly peer group for the Carers of Ruby Tuesday's participants, providing emotional and practical support from peers under the guidance of our Neighbourhood Care Coordinator. 12 Carers received in-person support, while an active WhatsApp group provided support to **18 Carers** who often did not have the time to themselves to attend in person.

47 older people participated in Rotherhithe Shed and Green Team activities of building, making, growing, and repairing. These groups are a space for those who do not feel confident socialising to work in companionship alongside others, gently connecting to fellow participants in a supported, low-pressure environment. Our support to isolated older men continued, and **19 older men** joined in the Walking Group and Pub Club. These groups provide a unique space for older men, who often also do not feel comfortable joining in traditional 'social groups'.

For adults of all ages, Time & Talents resumed fitness and wellbeing activities open to the wider community, and our Get Active Befriending scheme supports disabled adults in parallel with the group activities. Weekly groups include Mindfulness, tennis, yoga, Tai Chi, ESOL (English for speakers of other languages), ACOL Bridge and walking groups, as well as quarterly visits to matches at local fan-owned football club, Fisher FC. A new pilot boxercise group for Muslim women began in June 2022 in collaboration with a Somali community leader. Tennis has successfully run for a third year in partnership with Decathlon Surrey Quays and we are very grateful for the free access they provide to their tennis courts. **134 adults** participated in these fitness and wellbeing activities (up from 53 last year), with **7 new Get Active Befriending pairs** established to help adults with mental or physical issues become more active.





The 'Marychurch Oasis' project renovating the community green space in our front garden moved into its second phase of work, re-shaping the space after a tremendous amount of clearing the previous year. Large-scale earth shifting created a more even surface to build from, level brick pathways have been installed and a lower area has been dug out as well, which will become a wetlands habitat. More than **150 corporate volunteers** supported in this phase of building. We commissioned a local community enterprise to build a beautiful pergola, re-using trees which had fallen in local London parks during storms. This project has helped recruit new gardeners, always needed to help upkeep our community gardens.

Our annual Summer Party returned this year in July as well as our community Festive Party in December: **530 attendees** came together in fun and friendship at these events. We celebrated Volunteer Week in June with a Volunteers' Party – these are the first events we have been able to hold since 2019. Valeria Taylor, a long-standing volunteer, won **Southwark Stars 2022 Disabled Volunteer of the Year** award in recognition of more than 600 hours of support she has given the Older People's team. Corporate volunteers also played a big part in our successes this year. December19 created new marketing and branding to celebrate our 135th year, and SMG marketing, Hands On London, Amazon, JP Morgan, and Heineken all helped with a variety of events and projects around the Old Mortuary, giving **558 hours of time**.



We continue to benefit hugely from our second space, 'T&T2' in Surrey Quays Shopping Centre, that we have use of through partnership with British Land. This year we have been able to use the unit in support of the community, giving free space to charities such as Citizen's Advice Southwark, The Reader's Magical Storytime, and Bęc Polish Singing, and running twice weekly Warm Space drop-ins throughout the winter months. In total, **212 group sessions** ran out of T&T2, **supporting 460 people**.

Across our Children & Families and Older People's groups, we collaborated with many local partners to provide a range of fun activities. Groups attended 'Comfortable Classics' concerts at Canada Water Library and sang classics from the 'Royal Albert Hall Song Book' at Blackfriars Settlement. Ballers Football Academy, Blue Elephant Theatre, Together with Music, Wheels for Wellbeing and Mix & Move at the Southbank Centre kept us moving, playing, and dancing. Big Local Works, Green Doctor and Citizen's Advice Southwark ran

sessions on the Cost of Living crisis and benefits options for our older people's groups, and we learned about local history with the Old Operating Theatre, Canada Water Heritage Centre, and Rotherhithe History Society. Soundcamp ran a birdsong workshop for the Visually Impaired People's group, and many of our groups made four-legged friends at Surrey Docks Farm.



What We Do: a vital community hub

1. **Children & Families Programme**



The Children & Families programme offers free immersive fun, interactive play, and novel experiences in a judgement-free space. Our holistic family-oriented approach ensures that parents not only engage their children in our groups but also receive vital support themselves. This support ranges from light conversations to crucial referrals to specialist community partners, encompassing resources like food banks and the valuable guidance of Big Local Works for benefit and employment insights, among other essential services.

Throughout this year, we cultivated connections with green spaces in our children's groups, promoting wholesome nutrition, and nurturing enriching experiences in food cultivation. Additionally, we remain steadfast in addressing the enduring gaps in children's social education. These gaps, stemming from the long-reaching repercussions of the Covid-19 pandemic, including the associated traumas and isolations that countless families endured, continue to be a focal point of our commitment.

Under 5s

The Under-5s programme provides essential support to our youngest community members during their formative stages of growth. Beyond this, we create an environment that fosters valuable interactions among parents, facilitating shared learning and connection in a comfortable and non-judgmental setting.

We introduced Tiny Talents, a revitalized initiative post-pandemic, tailored to support parents of pre-crawling infants. Complementing this, the Shake 'n Boogie group offers toddlers an avenue to enhance both gross and fine motor skills through movement and dance. This platform also nurtures their social and linguistic abilities through free play and joyful singing.



The ever-popular Little Bugs Nature Club provides local children with engaging encounters in our Secret Garden, allowing them to indulge in sensory exploration. They delve into the wonders of the natural world through activities like pond dipping, insect collection, nature-based arts and crafts, and the rewarding experience of planting and nurturing edible greenery.

6-11 Year-olds

Our weekly after-school and holiday clubs engage local children in a dynamic setting along with providing comprehensive support for their families. This invaluable offering is carefully designed to not only enrich social skills but also provide creative and enjoyable opportunities for growth. Embracing flexibility, we extend open arms to families through adaptable sessions. No one is turned away for "lateness" and our communications are equally tailored, ensuring families are reached in ways that suit them – whether via phone, WhatsApp, email, or letters.



This year we introduced a new free weekly drama group, Mischief Theatre, after identifying low confidence and self-doubt amongst children participating in holiday club sessions. This fresh addition to our programme is very popular, providing an inclusive and accessible activity for children in families that do not have the option of paying for these types of groups.

Crafty Beasts art sessions introduce the joy of creativity and hands-on, messy fun that families enjoy together. Forest Club is grounded in holistic, nature-based play and education, overseen by experts in forest school and outdoor learning. Deliberately small, Forest Club groups support children referred by schools, social workers, or GPs, ensuring a little extra care and attention for those deeply affected by adverse childhood experiences, anxiety, or the lingering aftermath of the Covid-19 pandemic.

Holiday Hunger Club, tailored for disadvantaged primary school children during school breaks, provides vital support for families facing economic hardships, offering nourishing meals that bridge the void left by the absence of free school meals and weekly food packs to the families of the children. Holiday Hunger Club also provides opportunities for adventure and cultural trips that children might not otherwise be able to access. Demand for Holiday Club grew again this year: 70 families applied for our 45 spaces.

Patience

9-year-old Patience has shown a great interest in gymnastics and practices at home by watching YouTube videos. She wants to join a gymnastics club, but her family cannot afford to pay for classes. We wanted to help her access proper gymnastics groups through Holiday Club. In a meeting with a partner from a local dance studio about running dance workshops during Holiday Club, we mentioned Patience and her enthusiasm for gymnastics. The community partner then offered to sponsor her for a term of gymnastics.



Patience now has access to a sport that she would not otherwise be able to participate in. She loves it and her mother tells us that she is so happy to be building her skills and confidence. They also appreciate that she is learning in a safe environment with proper equipment, not just trying out new moves throughout the flat!

2. Older People's Programme

The Older People's programme provides regular, weekly opportunities for socialisation and support in group settings, alongside a Neighbourhood Care service which provides one-to-one support. The support offered

across the programme is focused on building connections and friendship for older people who are often lonely or isolated. Many older people tell us that as they age, their primary aim is to maintain their fitness and independence in the face of long-term health conditions and ageing. A key feature of the Older People's programme is providing opportunities for happiness, i.e., recognising that while we may not be able to change the broader circumstances of a person's condition, we are able to offer a space of respite and joy whilst they are here.



This year the ongoing Cost-of-Living Crisis significantly affected our older clients, especially with health issues that that require them to use more energy or spend more time at home. In response, we organised informative sessions in collaboration with energy and benefits advice services. Our aim was to equip members with strategies to save money and augment their income, including awareness about lesser-claimed benefits such as Pension Credit. Beyond referrals for Southwark Council's Cost of Living Grant, we collaborated with local partners, such as Big Local Works, Southwark Carers, Age UK Information & Advice, and Southwark Pensioners, to ensure that individuals were directed to the most appropriate support services.

Neighbourhood Care

Our Neighbourhood Care service focuses on the most isolated elderly members within our community, who are often housebound and without family. Our dedicated Neighbourhood Care team conducts holistic assessments through comprehensive home visits, operating with a person-centred and asset-based approach that takes account of a person's talents and desires as well as needs. This methodology empowers us to prioritise the most isolated older individuals for high-demand services, such as our home Befriending service. Neighbourhood Care witnessed sustained growth throughout the year, driven by an increasing number of referrals from statutory and voluntary sector partners, concerned family members and carers.

Neighbourhood Care workers also guide the Carers' Club, where carers of people with dementia find solace in shared experiences, knowledge, advice, and empathetic listening. These connections transcend the confines of the group, with friendships forming and independent meetups taking shape. Our Carer's WhatsApp group further cements this network of mutual support.

Older People's Groups



We offer groups each day of the week, providing a wide range of ways that people can be involved in community and social spaces to strengthen their overall wellbeing. Happy Monday's lunch club caters to the frailer over-60s, and the vibrant Friday Social tailored for those who defy age stereotypes. Some groups respond to specific needs, such as Stroke Club and VIP (Visually Impaired Persons) Club. Ruby Tuesdays supports people with memory impairment or dementia, and the Carers' Club runs monthly alongside this to ensure carers have both respite from their care responsibilities and peer-led support. Countering the increase in isolation and loneliness that many men face as they age, Pub Club and Men's Walking Group provide opportunities for men to come together in spaces that feel



comfortable for them. Rainbow Arts and Rotherhithe Shed build creativity and artistic expression. We also run two sessions of Strength & Balance class each week.

Addressing the needs of housebound older people, our fully escorted minibus service offers an essential lifeline, enabling access to the outside world. For many people who use the minibus service to attend groups, these groups are the only time each week that they leave the home. Often people do not speak to anyone who is not a paid carer outside of the social interactions they have at Time & Talents.

Group attendance has steadily climbed to pre-pandemic levels, with our service users – many of whom belong to clinically vulnerable demographics – regaining confidence through the consistent presence of our welcoming social groups. Additionally, the diversity among attendees has expanded, reflecting our ongoing efforts to engage every facet of our community.

Mark & Edward

Edward, in his 40s, takes care of his father Mark who lives with dementia. They met T&T during Dementia Action Week in 2022, where they learned about Ruby Tuesdays. Although Edward was initially hesitant due to his father's preference for one-on-one interactions, they decided to give it a shot. Both attended, and Edward stayed by his father's side.



Their experience was positive as they engaged with fellow members, participated in games, and shared in singing. Mark is now a regular participant, deriving joy from the group's activities, especially the energising ball games that contribute to his fitness. Mark also joined the Green Team gardening group, relishing the companionship and nature's tranquillity while potting plants. He finds solace in listening to conversations and occasionally contributing, or simply relishing the quietude of being in nature.

These groups provide Edward a much-needed break as well. Prior to Time & Talents, Edward simply left his father unattended while he did household chores such as the shopping. He knew this could be dangerous but did not know of other options.

Edward, managing his business from home, has been socially isolated, and Carers' Club has proven invaluable for him. It provides a space to hear others' caregiving experiences, fostering a sense of solidarity. Edward has candidly shared that caregiving can evoke emotions of anger and sadness. In the carers group, he found solace in discussing these feelings, knowing they're shared and acquiring strategies to manage them.

3. Volunteering & Befriending Programme

Time & Talents has offered one-to-one volunteer Befriending for more than 40 years. The well-established programme, linked closely with the Neighbourhood Care service, carefully matches an older person with a volunteer Befriender based on similarities and shared interests. The pair spend an hour together on a weekly basis, and T&T staff keep in touch to make sure things are going well and to support with any issues that arise over time, such as changing care needs. Housebound older people feel less isolated, gain new friends from different backgrounds and generations, and improve their physical and mental health through a relationship-oriented programme.

The evolution from "Cycling Without Age" to "Bicycle Befrienders" has unlocked a very popular multi-generational befriending initiative. Frail and isolated elderly individuals, often confined indoors, now embark

on volunteer-powered rickshaw rides to savour the outdoors, enjoying time in parks and other green spaces. These outings kindled new connections and ignited friendships, empowering both cycling and confidence while nurturing robust bonds across generations.

While Bicycle Befrienders has provided older people with a steady friendship as well as access to the outdoors, the project continued to support Time & Talents' wider offer as well. Volunteer 'pilots' provide rides for children, families and older people at our Summer Party and other community events. This year we also expanded our use of the rickshaws to include transportation for three of our older people's groups during a week when both minibus drivers were on leave.



Our volunteer programme grew the number of regular, weekly volunteers supporting Older People's and Children & Families groups this year. After a huge surge in interest during Covid, volunteer recruitment has returned to pre-pandemic levels but remains strong for Time & Talents, despite sector-wide difficulties. The Volunteer and Befriending team have worked flexibly to make sure volunteers are trained and engaged quickly, increasing retainment.

4. Get Active Programme

Get Active Befriending is a unifying initiative that brings individuals from diverse backgrounds together, promoting connections and companionship among socially isolated adults in Southwark. The heart of the project lies in nurturing relationships while empowering participants to engage in physical activity, tailored to their preferences. Volunteer Befrienders are thoughtfully matched with service user Befriendees who share a common interest - or curiosity - in physical activity or sports. Over a span of 6 months, this connection aims to instil newfound confidence in Befriendees, motivating them to participate in independent or group physical activities within their local community. Additional guidance from the Get Active Facilitator bolsters both volunteers and Befriendees, enhancing the potential for successful pairings.



John & Elinor

John, who had been matched with Get Active Volunteer Elinor for 3 months, encountered a setback in his mental health, which hindered his engagement in the project. Recognising this, the Facilitator initiated a conversation with Elinor, encouraging adaptability in their activities. This strategic shift allowed them to continue their meetups through less demanding pursuits, such as leisurely walks in local parks and museum visits. This consistent routine, coupled with supplementary support from Time & Talents in connecting John to mental health services, proved instrumental in navigating the challenging phase, ultimately enabling his return to Get Active befriending. Reflecting on the match, John expressed, "I would never have ventured to the gym alone prior to this match, but with Elinor's assistance, I can now do so."

Though the formal six-month match period has concluded, John remains engaged in local activities, including T&T Tennis. Elinor, the volunteer, shared her perspective on the journey, highlighting that the experience

yielded not only a new friend in her Befriendee but also a sense of community belonging she hadn't previously realized, presenting a genuinely uplifting addition to her week.



5. Intergenerational Offer

Within a community characterised by both age and socioeconomic divisions, trust can be strained between the newer, younger residents and the well-established, older population. Our commitment to addressing these disparities and nurturing deeper connections has led us to begin specialist, intergenerational projects across various areas of our work.

Intergenerational initiatives serve as a conduit, uniting diverse generations to cultivate more cohesive and harmonious local neighborhoods. Beyond this, these endeavors ignite confidence, challenge preconceptions and biases, and counteract loneliness and isolation experienced by both age groups.

This year, under the guidance of intergenerational expert Sue Mayo, we designed two sessions that forged connections between participants of the Holiday Club and members of Ruby Tuesdays Dementia group and VIP visual impairment group. These intergenerational encounters unfolded through engaging activities like clay modeling and large-scale abstract painting.

Central to the purpose of these sessions is the integration of diverse generations within our community. Shared mediums, particularly art and storytelling, act as bridges, allowing participants to explore commonalities that bind not only them but also their wider communities. This collaborative exploration fosters a deeper understanding of what unites and harmonizes our community fabric.



Paul

8-year-old Paul came to our Children & Families groups but was often disruptive, and it was hard to continually keep him engaged each week. We selected Paul to participate in an intergenerational workshop for children and older people with dementia, suspecting that a smaller group might be better for him.

Paul immediately engaged with his elderly partner, Bill. Paul slowed down, spoke clearly, and listened to what Bill had to say, which was so different from his usual presentation. They exchanged jokes and both really enjoyed the session. The facilitator told us afterwards that Bill had not wanted to participate in the group, so it was good that Paul helped bring Bill into the activity with a friendly smile. They built up a lovely rapport and were both laughing by the end of the session. He was also helping other members of the group and was a real asset.

Following this, it was clear that Paul liked to feel helpful. We gave him more responsibility during our normal children's activities (setting up, cleaning up, passing out materials, etc.) and now he is really engaging well. He is like a whole new child!

6. All Age Adults Offer:

With the final easing of Covid-19 restrictions, our all-age adult offer continues to grow. We offer a wide range of leisure learning and health and wellbeing activities appealing to all elements of our community. Gentle sports and wellbeing activities allow for the development of a sense of belonging and friendship, fostering stronger community bonds as a result. Our groups have grown in popularity over the year, particularly our morning Tai Chi classes which have become so popular we now run a “beginner” and “advanced” session to welcome more adults to Time & Talents.

Cost-of-Living support

The escalating Cost-of-Living Crisis, compounded by surging energy and fuel expenses, inflation, and consumer price hikes in June 2022, hit older individuals, families, and the wider community hard. Swiftly adapting, our team responded with remarkable resilience, expanding our support beyond the norm. Collaborating with the Local Authority and community partners, we ramped up efforts to boost the take up of Pension Credits and established Warm Space sessions during winter, distributing essential items like slippers, gloves, and hats.

In reaction to summer's inflation surge, Time & Talents, in collaboration with Southwark Council and other organizations, intensified Pension Credit uptake efforts. We developed and shared accessible information packages detailing the benefits of Pension Credit and its associated advantages, such as reductions in Council tax, free TV licenses, and healthcare perks. Understanding the importance of printed material to older individuals, we mailed Pension Credit and Attendance Allowance information packs to 186 older recipients during Summer 2022. To encourage uptake, our Befriending Volunteers were trained to engage in one-on-one conversations with housebound seniors, yielding 47 personalized discussions about available benefits and application processes.

Additionally, our partnership with Southwark Libraries enabled us to offer a weekly drop-in session, guiding residents through the government's benefits eligibility checker online, ensuring they access the support they are entitled to.

With autumn's arrival, the impending heating cost challenge prompted Southwark Council, aided by Community Southwark, to formulate the Cost-of-Living Fund and Warm Spaces schemes. Time & Talents proactively extended our second venue 'T&T2' at Surrey Quays Shopping Centre as a Warm Space, hosting 'T&T and Tea' sessions that offered not only hot drinks and meals but also companionship, cost-saving advice, and referrals to financial experts. Serving as one of the initial Warm Spaces in Southwark, we distributed scarves, hats, slipper socks, and 70 Warm Packs to housebound seniors through a partnership with Age UK Lewisham and Southwark.



Acknowledging our instrumental role, we were selected to be a referral partner for Southwark Council's 2022-2023 Cost of Living Here to Help fund. Our reputation as a go-to local resource amplified our referrals, with more than 2,000 individuals referred for grants this winter, contributing significantly to the Council's community grant referrals.

By March 2023, our dedicated efforts had helped local residents access over £165,000 in Cost-of-Living grants, alleviating the strain of heating costs for our community.

Board of Trustees

Over the course of the year, we continued to strengthen our Board of Trustees, who together bring a broad range of skillsets from the voluntary and commercial sectors. The majority of trustees are also local residents. The Board meets quarterly, and an annual strategy day allows for a constructive review of our work and ensures a renewed consideration of our priorities.

We thanked Truly Johnston when she stepped down as our Volunteering specialist Trustee after two terms.

Staffing

Our review of organisation strategy and performance continued. We added a part-time Groups Assistant to the Older Adults team, bringing the headcount up to 18, two-thirds of whom are part-time.

Key areas of organisational development

Time & Talents continues to modernise and improve systems and infrastructure, to ensure efficiency, and to keep delivering to a high standard. Over the year, we have:

- Continued to develop our marketing and PR:
    - We made 84% more posts than last year, averaging more than 10 per week
    - We increased our social media reach: retweets on Twitter were up 57%; views of Instagram posts were up 48% with 26% more 'saves' of our posts; and views of Facebook posts were up 24%. Across all platforms, users sharing our posts increased 33%

- Reviewed our IT provision and security, and replaced our IT support provider
- Retained the services of an HR and Employment Law specialist firm to ensure that we mitigate HR risks
- Retained an Employee Assistance Programme to provide emotional and health assistance for staff
- Reviewed, refined, and agreed all policy and procedure documents. Introduced our new Violence at Work Policy and signed onto Unison's Violence at Work Charter



Financial Review

Income

In the year to 31 March 2023, Time & Talents received income of £526,926 (2022: £506,685), an increase of £20,241.

Expenditure

The annual expenditure (including non-cash cost of depreciation) was £669,345 (2022: £611,065). Staff costs at £444,989 (2022: £439,594) make up 66% of all expenditure and saw a marginal increase versus 2022. Other costs increased, reflecting additional expenditure on fundraising as well as one-off items and inflationary pressures.

Net surplus/deficit

The deficit of £142,696 (2021: deficit of £104,280) is stated after the non-cash charge of depreciation on the historic building works and other assets of £25,029 (2022: £26,167), with a resultant cash deficit of £117,667 (2022: cash deficit £78,113).

INVESTMENT AND POLICY AND PERFORMANCE

The majority of the Charity's liquid assets are kept in bank accounts and cash deposits, to ensure they would be available to cover operating needs or emergencies. The charity may invest amounts that are not immediately required for the objectives in such investments as may be thought fit by the Board of Trustees subject to such conditions and such consents as may be imposed or required by law.

RESERVES POLICY

Each year, the Board of Trustees reviews the Reserves Policy. In 2022/23 there was no change to the policy of holding a minimum of three months' operating costs in unrestricted reserves, which would cover any liabilities in the event of winding up. The Association's level of unrestricted funds at year-end 2023, totalling £98,419, complies with this policy.

The Association also holds restricted funds which are those with specific restrictions imposed by the donors and include both those received for specific projects of the Charity and funds raised for the Old Mortuary Renovation capital project. Restricted funds totalled £214,525 (2022: £249,810) at the year end and do not form a part of the Association's free reserves.

Structure, Governance and Management

a. CONSTITUTION

Time & Talents is a charitable company limited by guarantee, incorporated on 7 June 2000 and registered as a charity on 15 January 2001.

b. TIME & TALENTS BOARD OF TRUSTEES

The Trustees of the charity are known as Directors of the company, as Time & Talents is registered as a limited company and a charity. Trustees are appointed for a three-year term renewable up to nine years. New Trustees are recruited to the Board through soliciting expressions of interest through Time & Talents' supporter network, advertising on the website and through other media. Subject to having the necessary skills and experience, they can be elected to the Board by the Directors. Trustees go through a process of induction and are offered development opportunities. The Board meets four times a year as a whole group and there is an annual strategy session. There are also appropriate task and finish subcommittees when specific projects require the input of the directors. All trustees give their time voluntarily and receive no benefits from the charity.

c. ORGANISATIONAL STRUCTURE AND DECISION MAKING

The Board oversees the work of the CEO, staff and volunteers, delegating operational running of the organisation to the CEO who provides regular reports to them on progress against agreed targets to ensure the work is carried out according to the strategic plan.

d. RISK MANAGEMENT

Our Risk policy is designed to support the charity's mission and objectives. Trustees believe it is appropriate to take risks with our charity's resources in line with our strategy. We will not take any risks relating to our duty to protect our service users or volunteers.

Time & Talents is vulnerable to risk regarding its governance and oversight, regulatory compliance, finances, and operations. Time & Talents is also vulnerable to risk relating to actions or behaviours of staff, volunteers, and other stakeholders.

Full vetting procedures are followed for all staff and volunteers, with regular training to mitigate any Safeguarding risks.

Equally we seek to ensure that our financial and operational procedures are effective in guarding against fraud or corruption, establishing safe and appropriate working practices, preventing the misuse of private information, securing our data, and ensuring that legitimate concerns can be raised.

To this end, Time & Talents has a set of policies and procedures which include Safeguarding of Children and Vulnerable Adults, Code of Conduct, Privacy, Financial Management & Accounting, Health & Safety including lone working, Whistleblowing, Volunteering, and an employee handbook clearly laying out expectations around confidentiality, conflicts of interest, social media, and other expected professional behaviours.

Strategic risks are identified and managed by senior staff and recorded in the Risk Register. The Risk Register is discussed by the Board together with mitigation actions on a quarterly basis. There is also a regular report and review of Safeguarding issues at each meeting of Trustees.

The Head of Operations is responsible for the maintenance and accuracy of the Risk Register. The Board is responsible for oversight and review of strategic risks to the organisation. The CEO has overall responsibility for implementing and monitoring this policy, which will be reviewed on a regular basis following its implementation and may be changed from time to time.

Public Benefit Statement

The objects of the charity and the activities described above ensure that Time & Talents delivers public benefit by focusing on the needs of local individuals, communities and small organisations, in particular those in need, to provide services at low or no cost in line with the duty in Section 17 of the Charities Act 2011.

Trustees' Responsibilities Statement

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

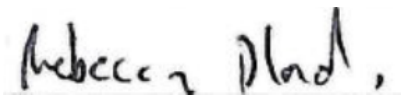
DISCLOSURE OF INFORMATION TO AUDITORS

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

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

This report was approved by the Trustees on 28th November 2023 and signed on their behalf by:





…….

Angela Woodley, Chair

Trustee

……..

Rebecca Bland, Treasurer

Trustee

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF TIME & TALENTS ASSOCIATION

Opinion

We have audited the financial statements of Time & Talents Association (the 'charitable company') for the year ended 31 March 2023 which comprise Statement of Financial Activities, the Balance Sheet, the cashflow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF TIME & TALENTS ASSOCIATION

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit**;** or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report**.**

Responsibilities of trustees
As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;

- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

John Howard FCA (Senior Statutory Auditor)
For and on behalf of Azets Audit Services
Statutory Auditor
2nd Floor, Regis House
45 King William Street
London
EC4R 9AN

Date

TIME & TALENTS ASSOCIATION

STATEMENT OF FINANCIAL ACTIVITIES
(Including the Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
INCOME FROM:					
Donations and fundraising income	2	68,597	-	68,597	78,673
Charitable activities	3	176,327	280,988	457,315	427,605
Investments	4	1,014	-	1,014	141
Other Income	5	-	-	-	266
TOTAL INCOME		**245,938**	**280,988**	**526,926**	**506,685**
EXPENDITURE ON:					
Raising funds		38,815	-	38,815	5,418
Charitable activities:					
Depreciation		2,249	22,780	25,029	26,167
Governance		7,874	-	7,874	8,370
Other charitable activities		304,134	293,493	597,627	571,110
	6	**353,072**	**316,273**	**669,345**	**611,065**
Net gains/(losses) on investments	11	(277)	-	(277)	100
Net income/expenditure		**(107,411)**	**(35,285)**	**(142,696)**	**(104,280)**
Other recognised gains/(losses):					
Actuarial gains/(losses) on pension scheme	14	24	-	24	4,395
NET MOVEMENT IN FUNDS		**(107,387)**	**(35,285)**	**(142,670)**	**(99,885)**
RECONCILIATION OF FUNDS:					
Total funds brought forward	15	205,806	249,810	455,616	555,501
TOTAL FUNDS CARRIED FORWARD	15	**98,419**	**214,525**	**312,944**	**455,616**

All income and expenditure derive from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

The notes on pages 27 to 43 form part of these financial statements.

TIME & TALENTS ASSOCIATION

BALANCE SHEET
FOR THE YEAR ENDED 31 MARCH 2023

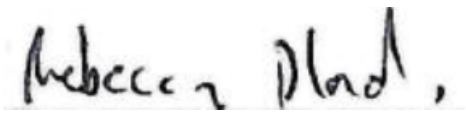
Company number: 04009766

	Notes	2023 £	2023 £	2022 £	2022 £
FIXED ASSETS					
Tangible assets	10		147,784		164,330
Investments	11		3,104		3,381
			150,888		167,711
CURRENT ASSETS					
Debtors	12	60,217		47,515	
Cash at bank and in hand		226,738		363,276	
		286,955		410,791	
CREDITORS: amounts falling due within one year	13	(124,000)		(121,475)	
NET CURRENT ASSETS			162,955		289,316
Defined benefit pension scheme	14		(899)		(1,411)
NET ASSETS			**312,944**		**455,616**
CHARITY FUNDS					
Restricted funds	16		214,525		249,810
Unrestricted funds	15		98,419		205,806
TOTAL FUNDS			**312,944**		**455,616**

These financial statements have been prepared in accordance with the special provision of Part 15 of the Companies Act 2006 relating to charitable small companies.

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





.....

Angela Woodley, Chair

Trustee

.....

Rebecca Bland, Treasurer

Trustee

The notes on pages 27 to 43 form part of these financial statements.

TIME & TALENTS ASSOCIATION

STATEMENT OF CASH FLOW
FOR THE YEAR ENDED 31 MARCH 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
		(127,575)	(96,688)
Cash flows from investing activities:			
Dividends, interest and rents from investments		1,014	141
Purchase of tangible fixed assets		(9,977)	-
Net cash provided by investing activities		**(8,963)**	**141**
Change in cash and cash equivalents in the year		(136,538)	(96,547)
Cash and cash equivalents brought forward		363,276	459,823
Cash and cash equivalents carried forward	**23**	**226,738**	**363,276**

The notes on pages 27 to 43 form part of these financial statements.

TIME & TALENTS ASSOCIATION

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

1. ACCOUNTING POLICIES

(a) General information and basis of preparation

Time & Talents Association is a company limited by guarantee in the United Kingdom. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company. The address of the registered office is given in the reference and administrative details on page 1 of these financial statements. The nature of the charity's operations and principal activities are set out on page 2.

The charitable company constitutes a public benefit entity as defined by FRS 102.

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 (FRS 102) issued on 16 July 2015 (as updated through Update Bulletin published on 2 February 2017), the Financial Reporting Standard applicable in the United Kingdom (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2017.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Going Concern

The Trustees have considered the organisation's performance, they have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements and believe that no material uncertainties exist. The financial statements have therefore been prepared on a going concern basis.

(c) Funds

Unrestricted funds - represent funds which can be used in accordance with the charitable objects at the discretion of the Trustees.

Designated funds – these are funds set aside by the Trustees out of unrestricted general funds for specific purposes or projects.

Restricted funds - represent funds which are to be used in accordance with specific restrictions imposed by donors or when the funds are raised by the charity for particular purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1. ACCOUNTING POLICIES (continued)

(d) Income

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

Donations and fundraising income are recognised in the financial statements when the Association is convinced that there is entitlement to the income, there is certainty of receipt and the amount in question is measurable.

Income from charitable activities includes income from grants and donations. Grant income is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Investment income, which includes interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised. Refer to the Trustees' report for more information about the support provided by general volunteers to the Association.
On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the company which is the amount the company would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

(e) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.

1. ACCOUNTING POLICIES (continued)

(e) Expenditure (continued)

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.
Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.
All expenditure is inclusive of irrecoverable VAT.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Long Term Leasehold Property	20 years straight line
Motor Vehicles	20% reducing balance
Fixtures, Fittings and Equipment	20% - 33% reducing balance
Computer Equipment	20% - 33% reducing balance
Leasehold improvements	20 years straight line

All assets costing more than £500 are capitalised.

(g) Investments

Fixed Asset Investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment.

Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the Statement of financial activities incorporating income and expenditure account.

(h) Debtors

Trade debtors are recognised at the settlement amount after any trade discount offered. Other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

(i) Cash at bank and in hand

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

1. ACCOUNTING POLICIES (continued)

(j) Creditors and provisions

Creditors are recognised where the Trust has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Other creditors and accruals are recognised at their settlement amount due.

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

(k) Financial Instruments

The association only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

(l) Operating Leases

Rentals under operating leases are charged to the Statement of financial activities incorporating income and expenditure account on a straight-line basis over the lease term.

(m) Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(n) Employee benefits

The charity operates a defined contribution pension scheme for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in the accruals in the balance sheets. The assets of the plan are held separately from the charity in an independently administered fund.

Previously the pension provision was made through multiemployer defined benefit pension plans. Where it is not possible for the charity to obtain sufficient information to enable it to account for a plan as a defined benefit plan, it accounts for the plan as a defined contribution plan. Where the plan is in deficit and where the charity has agreed, with the plan, to participate in a deficit funding arrangement, the charity recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the Statement of Financial Activities. The unwinding of the discount is recognised as a finance cost. A liability for the agreed pension scheme deficit plan of the TPT Retirement Solution Scheme has been included based on an estimate of the remaining costs to complete the wind up of the scheme, in accordance with the Schedule of Contributions dated 31 March 2023.

1. ACCOUNTING POLICIES (continued)

(o) Critical Accounting Estimates and Areas of Judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

a) Judgements in applying the entity's accounting policies:

(i) Multi-employer defined benefit pension schemes
The charity participates in a multi-employer defined benefit pension scheme with other organisations. In the judgement of the trustees, the charity does not have sufficient information on the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets. Therefore, the schemes are accounted for as defined contribution schemes.

b) Judgements in applying the entity's accounting policies:

(i) Multi-employer defined benefit pension schemes
The charity has an obligation to pay a deficit funding arrangement in respect of a multi-employer defined benefit pension scheme. The present value of the obligation depends on a number of factors including the RPI rate and the discount rate on corporate bonds. Management have used the present value provided by the Scheme administrators in determining the new pension obligation in the balance sheet.

(ii) Useful economic lives and residual values of tangible assets
The annual depreciation charge of tangible assets is sensitive to changes in the estimated useful economic lives and the residual value of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on economic utilisation, physical condition and future investments of assets.

TIME & TALENTS ASSOCIATION

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

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds 2023	Restricted funds 2023	Total funds 2023	Total funds 2022
	£	£	£	£
Donations and fundraising income	48,597	-	48,597	41,715
Legacies	20,000	-	20,000	36,958
	68,597	**-**	**68,597**	**78,673**
Total 2022	78,673	-	78,673	

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2023	Restricted funds 2023	Total funds 2023	Total funds 2022
	£	£	£	£
Core Management and Premises	159,884	-	159,884	162,199
Space Hire	16,443	-	16,443	5,646
Cycling without age	-	2,098	2,098	7,948
Older people services	-	135,604	135,604	121,655
Gardening	-	32,043	32,043	9,816
Food hub	-	-	-	-
Children and family services	-	62,994	62,994	70,431
Outdoor Activities	-	11,780	11,780	12,500
Adult Groups	-	922	922	2,760
Befriending	-	26,214	26,214	28,714
Older Activities	-	9,333	9,333	5,936
	176,327	**280,988**	**457,315**	**427,605**
Total 2022	167,845	259,760	427,605	

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

4. INVESTMENT INCOME

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Investment income	134	-	134	120
Bank interest	880	-	880	21
	1,014	**-**	**1,014**	**141**
Total 2022	141	-	141	

5. OTHER INCOME

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Job Retention Scheme	-	-	-	266
	-	**-**	**-**	**266**
Total 2022	266	-	266	

6. TOTAL RESOURCES EXPENDED

	Cost of Generating £	Core Management £	Cycling Without Age £	Older People £	Gardening £
Marathon costs	4,816	-	-	-	-
Other fundraising costs	33,999				
Staff costs	-	117,089	-	108,208	13,728
Auditors remuneration	-	-	-	-	-
Depreciation	-	-	-	-	-
Other costs	-	109,442	753	11,946	1,694
Total	**38,815**	**226,531**	**753**	**120,154**	**15,422**

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

6. TOTAL RESOURCES EXPENDED (continued)

	Children & Family £	Outdoor Activities £	Adult Groups £	Befriending £	Older Activities £
Marathon costs	-	-	-	-	-
Other fundraising costs	-	-	-	-	-
Staff costs	78,464	51,049	16,749	41,161	18,541
Auditors remuneration	-	-	-	-	-
Depreciation	-	-	-	-	-
Other costs	13,289	5,788	6,608	2,216	902
Total	**91,753**	**56,837**	**23,357**	**43,377**	**19,443**

	Governance Costs £	Support Costs £	2023 Total £	2022 Total £
Marathon costs	-	-	4,816	5,418
Other fundraising costs			33,999	
Staff costs	-	-	444,989	439,594
Auditors remuneration	7,874	-	7,874	8,370
Depreciation	-	25,029	25,029	26,167
Other costs	-	-	152,638	131,516
Total	**7,874**	**25,029**	**669,345**	**611,065**

7. NET INCOME/(EXPENDITURE)

This is stated after charging:

	2023 £	2022 £
Depreciation of tangible fixed assets:		
- owned by the charity	**25,029**	**26,167**
Auditors' remuneration (VAT inclusive)	**7,874**	**8,370**

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

8. AUDITORS' REMUNERATION

	2023 £	2022 £
Auditors remuneration (VAT inclusive)	**6,750**	4,980
Auditors remuneration – non-audit work (VAT inclusive)	**2,220**	2,460
Over/(under) provision in prior years	**(1,096)**	930
	7,874	8,370

9. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES AND THE COST OF KEY MANAGEMENT PERSONNEL

Staff costs were as follows:

	2023 £	2022 £
Salaries	**387,824**	382,476
Employers NI	**31,186**	30,678
Pension costs	**16,567**	16,062
Temporary staff costs	**9,412**	10,378
	444,989	439,594

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

	2023 No.	2022 No.
	19	20

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

During 2022, no Trustees were paid or received any other benefits from employment with the charitable company (2022: £nil). No Trustees were reimbursed for any expenses during the year (2022: £nil)

The key management of the charitable company comprise the Trustees, the Chief Executive and the Head of Operations. The Trustees do not receive any remuneration for this role. The total employee benefits of the key management personnel of the charitable company were £107,188 (2022: £95,456)

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

10. TANGIBLE FIXED ASSETS

	L/Term Leasehold Property	Leasehold Improvem-ents	Solar Panels	Motor Vehicles	Fixtures and fittings	Computer equipment	Total
	£	£	£	£	£	£	£
Cost							
At 1 April 2022	455,594	-	17,504	32,713	36,933	14,503	557,247
Additions	-	9,977	-	-	-	-	9,977
Disposals	-		-	-	-	(1,494)	(1,494)
Transfers	-	37,077	(17,504)	-	(19,573)	-	-
At 31 March 2023	**455,594**	**47,054**	**-**	**32,713**	**17,360**	**13,009**	**565,730**
Depreciation							
At 1 April 2022	328,334	-	1,167	32,713	19,317	11,386	392,917
Charge for the year	22,780	1,906		-	-	343	25,029
Disposals	-		-	-	-	-	-
Transfers	-	3,124	(1,167)	-	(1,957)	-	-
At 31 March 2023	**351,114**	**5,030**	**-**	**32,713**	**17,360**	**11,729**	**417,946**
Net book value							
At 31 March 2023	**104,480**	**42,024**	**-**	**-**	**-**	**1,280**	**147,784**
At 31 March 2022	127,260	-	16,337	-	17,616	3,117	164,330

11. FIXED ASSET INVESTMENTS

	Listed securities £
Market value	
At 1 April 2022	3,381
Revaluations	(277)
At 31 March 2023	3,104

Investments at market value comprise:

	2023 £	2022 £
Listed investments	**3,104**	3,381

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

12. DEBTORS

	2023	2022
	£	£
Trade debtors	14,804	5,715
Other debtors	-	-
Prepayments and accrued income	45,413	41,800
	60,217	47,515

13. CREDITORS: Amounts falling due within one year

	2023	2022
	£	£
Trade creditors	5,162	11,882
Other taxation and social security	6,837	(2,272)
Other creditors	5,446	6,564
Accruals and deferred income	106,555	105,301
	124,000	121,475

Deferred income	
Deferred income at 1 April 2022	91,965
Resources deferred during the year	59,404
Amounts released from previous years	(57,589)
Deferred income at 31 March 2023	**93,780**

Deferred income relates to income received during the year for activities taking place in 2023/2024.

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

14. PROVISION FOR LIABILITIES

	2023	2022
	£	£
Multi-employer scheme liability	**899**	1,411

The movement in the liability during the year was as follows:

	2023	2022
	£	£
Balance at 1 April	1,411	7,713
Unwinding of the discount factor (interest expenses)	26	45
Deficit contribution	(514)	(1,952)
Remeasurement – impact of any change in assumptions	-	(32)
Remeasurement – amendments to the contribution schedule	(24)	(4,363)
	899	1,411

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit Contributions
From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

14. PROVISION FOR LIABILITIES - continued

Deficit Contributions

From 1 April 2019 to 30 September 2025:	£11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Assumptions	2023 % per annum	2022 % per annum	2021 % per annum
Rate of discount	5.25	2.35	0.66

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

15. STATEMENT OF FUNDS

	Balance at 1 April 2022 £	Income £	Expenditure £	Gains/ (losses) £	Balance at 31 March 2023 £
Unrestricted funds					
General funds	205,806	245,938	(353,072)	(253)	98,419
Restricted funds (summary)					
Restricted funds for charitable activities (note 16)	249,810	280,988	(316,273)	-	214,525
	455,616	**526,926**	**(669,345)**	**(253)**	**312,944**

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

15A STATEMENT OF FUNDS – PRIOR YEAR

	Balance at 1 April 2021	Income	Expenditure	Gains/ (losses)	Balance at 31 March 2022
	£	£	£	£	£
Unrestricted funds					
General funds	281,890	246,925	(327,504)	4,495	205,806
Restricted funds (summary)					
Restricted funds for charitable activities (note 16)	273,611	259,760	(283,561)	-	249,810
	555,501	**506,685**	**(611,065)**	**4,495**	**455,616**

16. RESTRICTED FUNDS BREAKDOWN

	Balance at 1 April 2022	Income	Expenditure	Transfers	Balance at 31 March 2023
	£	£	£	£	£
Old Mortuary Renovation	127,260	-	(22,780)	-	104,480
Cycling without age	84	2,098	(753)	-	1,429
Older people services	49,050	135,604	(120,154)	-	64,500
Gardening	-	32,043	(15,422)	-	16,621
Children and family services	49,218	62,994	(91,753)	-	20,459
Outdoor Activities	-	11,780	(11,780)	-	-
Adult Groups	-	922	(922)	-	-
Befriending	24,198	26,214	(43,376)	-	7,036
Older Activities	-	9,333	(9,333)	-	-
Balance carried forward	**249,810**	**280,988**	**(316,273)**	**-**	**214,525**

Old Mortuary Renovation
This relates to funds raised for the Old Mortuary Renovation Capital project to which the annual depreciation is allocated.

Cycling without age
This relates to funds raised for volunteers providing trishaw rides for older people.

Older people services
This relates to funds raised for targeted services and activities for isolated and vulnerable older people.

Gardening
This relates to funds raised for Green Team and Rotherhithe Shed projects.

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

16. RESTRICTED FUNDS BREAKDOWN – CONTINUED

Children and Family services
This relates to funds raised for programmes of free activities for children and whole family support.

Outdoor Activities
This relates to funds raised for volunteer befriending through sport and activity for all age adults.

Adult Groups
This relates to funds raised for a community offer of creative, learning and wellbeing classes.

Befriending
This relates to funds raised for volunteer befriending service for frail or vulnerable older people.

Older Activities
This relates to funds raised for targeted projects such as Pub Club for older men and walking groups.

16A RESTRICTED FUNDS BREAKDOWN – PRIOR YEAR

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Old Mortuary Renovation	150,040	-	(22,780)	-	127,260
Cycling without age	1,383	7,948	(9,247)	-	84
Older people services	50,651	121,655	(123,256)	-	49,050
Gardening	-	9,816	(9,816)	-	-
Food hub	36,867	-	-	(36,867)	-
Children and family services	12,505	70,431	(70,585)	36,867	49,218
Outdoor Activities	-	12,500	(12,500)	-	-
Adult Groups	-	2,760	(2,760)	-	-
Befriending	22,165	28,714	(26,681)	-	24,198
Older Activities	-	5,936	(5,936)	-	-
Balance carried forward	**273,611**	**259,760**	**(283,561)**	**-**	**249,810**

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

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS – CURRENT YEAR

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	43,304	104,480	147,784
Fixed asset investments	3,104	-	3,104
Current assets	176,910	110,045	286,955
Creditors due within one year	(124,000)	-	(124,000)
Provisions for liabilities	(899)	-	(899)
	98,419	**214,525**	**312,944**

17A. ANALYSIS OF NET ASSETS BETWEEN FUNDS – PRIOR YEAR

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	37,070	127,260	164,330
Fixed asset investments	3,381	-	3,381
Current assets	288,241	122,550	410,791
Creditors due within one year	(121,475)	-	(121,475)
Provisions for liabilities	(1,411)	-	(1,411)
	205,806	**249,810**	**455,616**

18. PENSION COMMITMENTS

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £16,567 (2022: £16,062).

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

19. OPERATING LEASE COMMITMENTS

At the 31 March 2023 the total of the Charity's future minimum lease payments under non-cancellable operating leases was:

	Land and buildings	
	2023	2022
	£	£
Amounts payable		
Within one year	11,250	11,250
Between one and five years	45,000	45,000
After more than 5 years	2,651	13,901

20. RELATED PARTY TRANSACTION

There were no related party transactions noted during the year ending 31 March 2023 nor in the year ending 31 March 2022.

21. CONTROLLING PARTY

There was no controlling party in the year under review.

22. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING

	2023	**2022**
	£	**£**
Net expenditure for the year (as per Statement of Financial Activities)	(142,672)	(99,885)
Adjustment for:		
Depreciation charges	25,029	26,167
(Losses) on investments	277	(100)
Dividends, interest and rents from investments	(1,014)	(141)
Losses on disposal of fixed assets	1,494	-
(Increase)/decrease in debtors	(12,702)	(27,031)
Increase in creditors	2,525	10,604
Defined benefit scheme finance cost adjustment	(512)	(6,302)
Balance carried forward	**(127,575)**	(96,688)

23. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2023	**2022**
	£	**£**
Cash in hand	**226,738**	363,276







TIME AND TALENTS ASSOCIATION

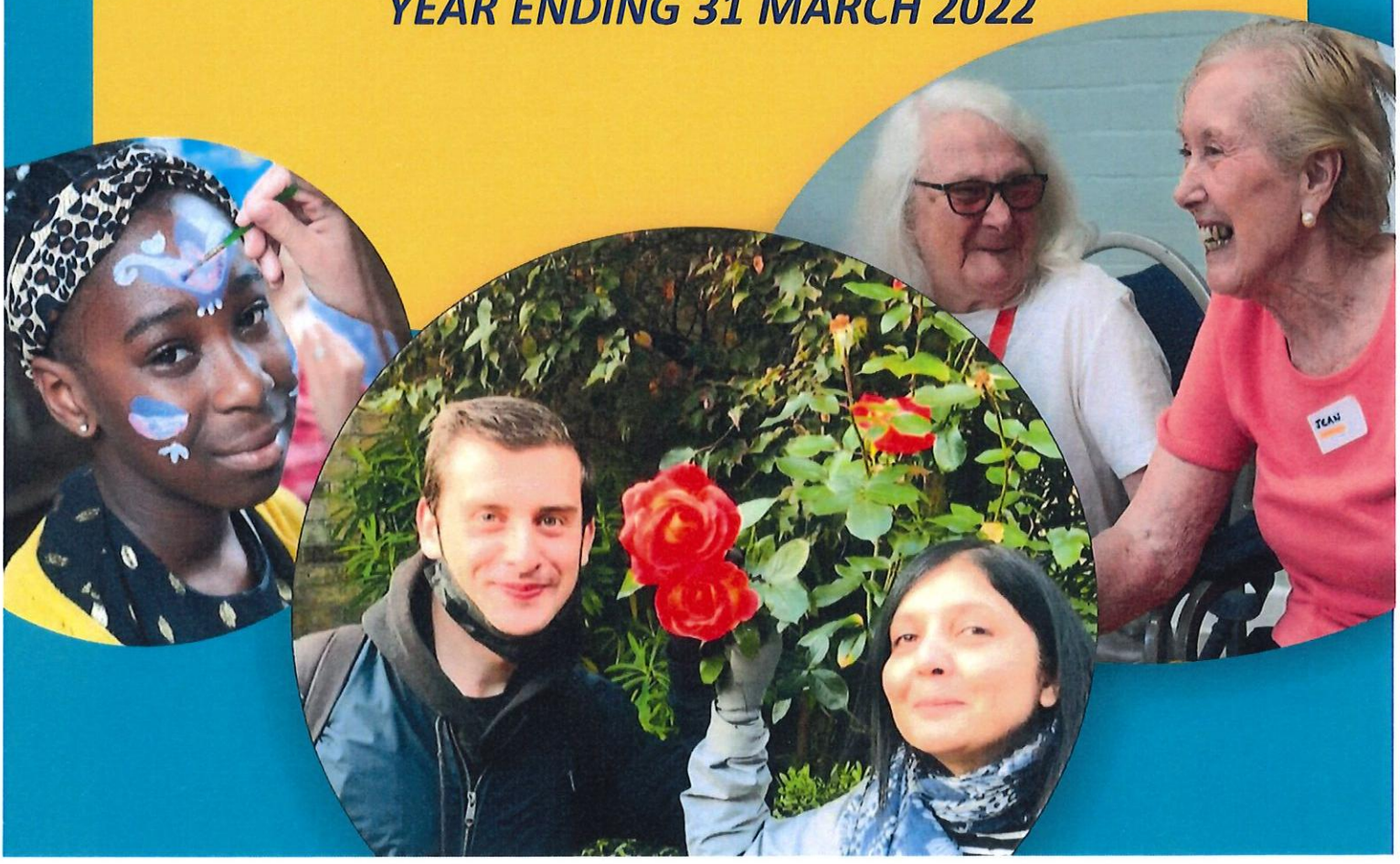
England & Wales - Charity number 1084545

Accounts

Time & Talents

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

YEAR ENDING 31 MARCH 2022



Time & Talents
The Old Mortuary
St Marychurch Street
Rotherhithe
London SE16 4JE

Registered charity number: 1084545

Company number: 4009766

TIME & TALENTS ASSOCIATION

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Reference and Administrative Details

Charity number:	1084545
Company number:	04009766
Registered Address:	The Old Mortuary St Marychurch Street London SE16 4JE
Trustees:	Angela Woodley - Chair Rebecca Bland – Treasurer Alisa Dolgova Mark Fisher Truly Johnston Timea Kadar Anne Koch Susan Lower Francis Williams Lorraine Zuleta – resigned 10 November 2021
Key management **CEO** **Head of Operations**	 Sarah Gibb Diana Hofler
Independent Auditors:	Azets Audit Services Chartered Accountants 2nd Floor, Regis House 45 King William Street London EC4R 9AN
Bankers:	The Co-operative Bank PO Box 101, 1 Balloon Street Manchester, M60 4EP Unity Trust Bank Four Brindley Place Birmingham, B1 2JB CCLA Investment Limited COIF Charity Funds, 80 Cheapside London, EC2V 6DZ
Investment Managers:	M & G Investments (Charities) PO Box 9038 Chelmsford, CM99 2XF Black Rock Merrill Lynch PO Box 9036 Chelmsford, CM99 2XD

TIME & TALENTS ASSOCIATION

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2022

The Trustees of the Charity, who are also the Directors of the Company for the purposes of the Companies Act 2006, present their annual report, as required by company law, together with the audited financial statements of Time & Talents Association for the year ended 31 March 2022. Reference and administrative information set out in set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and Activities

a. POLICIES AND OBJECTIVES

The Charity's objects are restricted specifically, in each case, only for the public benefit of the inhabitants of the London Borough of Southwark and elsewhere and in particular:

- to relieve persons who are in a condition of financial hardship or who are otherwise in need by reason of their age, infirmity, disability or social or economic circumstances;
- to advance education; and
- to provide or assist in the provision of facilities for education, recreation and other leisure time occupation in the interests of social welfare and with the object of improving the conditions of the families for whom the facilities are provided.

b. STRATEGIES FOR ACHIEVING OBJECTIVES

2021-22 saw delivery of a one-year transition strategy, 'Rotherhithe Recovery'. A year into Covid-19, this plan was developed as a direct response to what local people in our community, who need Time & Talents the most, told us they wanted during the pandemic crisis and after more than a decade of austerity.

Our Mission

At Time & Talents our mission is to:

- Increase the happiness and wellbeing of our community
- Build a strong sense of place and shared experience through shared space
- Make sure no one has to feel lonely, isolated or excluded, especially those most in need
- Reduce divisions and create community cohesion
- Help people support each other, by sharing their time and talents
- Stimulate community activity to build thriving, active neighbourhoods

Our Strategy

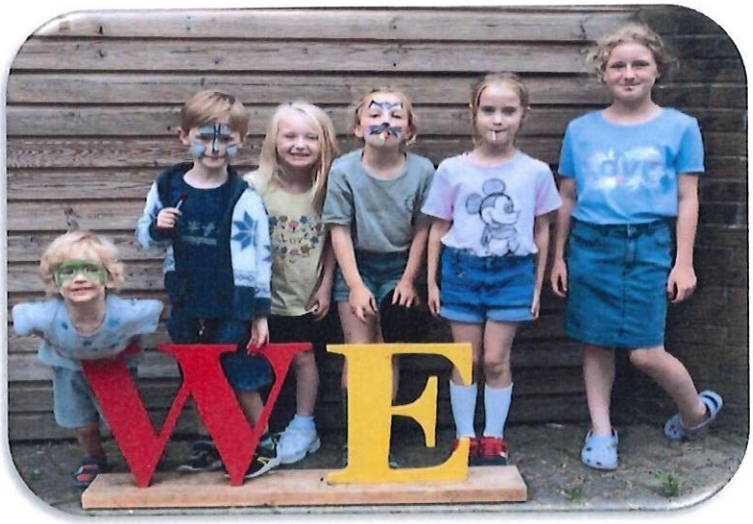
We engage with as many people in our community as possible, through a wide variety of programmes and activities that provide fun, friendship and mutual support, and make our local area a happier, healthier, place to live.

We make this all happen by offering:

- Groups of many different kinds for children, adults, and families, which foster meaningful and lasting social relationships
- Targeted individual support for people in need
- A huge range of fun activities and events to bring everyone together and reduce social divisions
- Space and practical support for community activities
- Volunteering and community development to boost and sustain local capacity

Our core values drive everything we do:

- We believe that 'community' doesn't just happen, and that communities have to work hard to make sure no one is excluded
- We think connected people are happier, healthier people, and that people are happiest when they're able to help others and receive help in return
- We believe passionately in inclusion in all forms
- We also know that place matters, and people need to feel genuinely involved in the place where they live
- Settlements are a powerful force for positive changes, and the Settlement Movement is more relevant than ever



Our Work and Achievements in 2021-22



Throughout this second year of COVID-19, we continued to work with some of the most vulnerable and isolated people in our community – in one of the most unequal and deprived areas of the UK.

After the suspension of much in-person activity during the height of the pandemic and our community centre being transformed into a COVID-19 emergency food hub for almost a year, we were relieved to close that operation down at the end of March 2021 and to rebuild our regular services. Ongoing pandemic measures continued to disrupt our delivery during much of the year, often at short notice, which meant we had to work hard to adapt our offer and to encourage our most vulnerable clients to return to our venues to reconnect with their community and the Time & Talents 'family'.

Whilst 75% of Southwark residents do not have any outdoor space at home, this is **95%** for the children we work with. The opportunity to play and learn safely outside in our grounds (in all weathers!) was highly valued again in the fourth year of our children's provision. We **provided 42% more people** with face-to-face activities in our Children & Families programme, up from 265 last year. We supported **249** children to learn, play and grow, while **126 parents** were able to access peer support and signposting for their own needs.



Children and their parents continue to tell us that, as a direct result of participating in our groups, the children have experienced growing confidence, built social skills, improved communication skills, increased their physical activity and explored new things. Over the year, we continued to run groups outdoors whenever possible, while expanding the **holiday hunger clubs** which are now embedded in our work and operate during every school holiday. We ran holiday hunger clubs across the February, Easter, May, October and Christmas breaks as well as throughout the summer holiday, supporting **60 children** experiencing food insecurity. An important benefit of these clubs is the weekly supplemental food pack that we send home with each child, often with additional packs for siblings or others we know to be in the home. We distributed **405 food packs** in partnership with Southwark Council and a local food-waste prevention project, ensuring that households experiencing food poverty had better access to fresh fruit and veg, bread, eggs, dairy, and shelf-stable dry or tinned goods.

In the weeks we were unable to deliver activities in person due to new COVID-19 variants arising, we also supported **65 children** through home activity packs. The Christmas pack included activities, tree ornaments crafted by Rotherhithe Shed members and additional gifts donated from the local

community. Packs were personalised to families, so children who do not celebrate Christmas had religion-neutral, seasonal activity packs and gift wrap, with art supplies in lieu of tree ornaments. We gave more than **100 wrapped presents** to **45 children** this winter: one mum of four said "this is more presents than I can get them" at seeing the gifts for her family.

We continued to see increased referrals and demand for our services for older adults during the second year of the COVID-19 pandemic. Over the course of the year, we worked with **393 people aged over 55** (compared with 340 the previous year), and **31 of these were over 90 years of age**. In addition to **61 assessments** for groups and care coordination, we provided one-to-one in-depth support to a **further 53 people**, including helping with housing matters, care home placements, care plan issues and reports to social workers, and visits to services users in hospital.





Our older adults work is funded in part by ***Ageing Well Southwark – Support for Seniors and Carers***, a collaboration between Southwark Council and COPSINS (the Consortium of Older People's Services in Southwark). As a founding member of COPSINS, we have long worked in partnership with other older people's charities to ensure quality support across the borough.

We deliver one arm of the COPSINS volunteer Befriending service, providing one-to-one Befriending for housebound older adults in Bermondsey, Rotherhithe and Surrey Quays to help provide opportunities for friendship and fun regardless of their ability to come to our venues. Our Befriending programme supported **50 new matches** this year; in conjunction with friendships that continued over from previous years, **108 older people** had volunteer befrienders this year.

> **My grandma is visibly so much happier after each art group. You can see her mood lift. It is so nice to see her experience some pleasure again after such a difficult few years with her physical health. It is also so nice to see her chatting to group members. I think the social side is also so beneficial.**
>
> ***Granddaughter of Rainbow Arts attendee***

As with children's provision, there were stops and starts in older adults' group activities as different COVID-19 variants and restrictions came and went. Some of our groups went online during these periods, including Strength & Balance, Carers Club and Rotherhithe Shed. During the weeks we were unable to deliver group activities in person, we supported **70 people through activity packs**. For an additional **40 housebound people** unable to access our groups at all, we continued regular outreach calls.



When we started to resume older peoples' group activities in April 2021, we found many people's dementia had progressed from lack of social contact throughout 2020, and increased support needs and diminished mobility in many people. As a result, we started a new dementia-specific social group, **Ruby Tuesdays**. Designed to support people with memory issues while providing respite for their Carers, Ruby Tuesdays engaged **17 higher-needs** older adults in dance, art and reminiscence. Alongside this, the **Carers' Club** is a monthly group for the Carers of Ruby Tuesdays participants, providing emotional and practical support from peers and our Neighbourhood Care coordinator.

While lockdown restrictions eased in early 2021, housebound people continued to tell us that they were worried about catching COVID-19 and anxious about having visitors. People in care homes were particularly afraid of multiple visitors, so Cycling Without Age (CWA) moved to a one-to-one befriending model, in which the same volunteer would visit regularly to cycle the older person around in our trishaws. **18 Bicycle Befriending** pairs were formed this year, and feedback from service users and volunteers shows that the project is now building meaningful, lasting friendships as well as helping housebound people experience nature and the outdoors.



For adults of all ages, Time & Talents resumed fitness and wellbeing activities open to the wider community, and our **Get Active Befriending** scheme supports disabled adults in parallel with the group activities. Weekly groups include Mindfulness, tennis, yoga, Tai Chi and walking groups, as well as quarterly visits to matches at local fan-owned football club, Fisher FC. Tennis has successfully run for two years in partnership with Decathlon Surrey Quays and we are very grateful for the free access they provide to their tennis courts. **53 adults** participated in these fitness and wellbeing activities, with **12 Get Active Befriending pairs** established to help adults with mental or physical issues become more active.

We were able to re-open our wider community offer as well, introducing a new in-person ESOL class after the existing group told us they preferred to keep meeting online now that many of them have returned to their home country. The new class is volunteer-run, and participants have a wide range of nationalities. The 'Marychurch Oasis' project renovating the community green space in our front garden began in late summer 2021. The first major stage of work, clearing, was done with the help of the Green Team and two earth-moving Good Gym group volunteer sessions. This project has helped recruit new gardeners, always needed to help upkeep our community gardens.

We continue to benefit from our second space, 'T&T2' in Surrey Quays Shopping Centre that we have use of through partnership with British Land. This year we have moved units, with the new one in a more central location, better suited to social groups and more accessible to people with limited mobility.

Annual User Survey: What our community thinks

Community voice plays a vital role in influencing the design and improvement of our programmes to meet changing and unmet needs. For the fourth year, we asked group participants and wider users such as befriendees, along with volunteers, about the impact of our work. Did they feel that our services help to reduce loneliness, increase feelings of wellbeing and of belonging? The questions were framed in an accessible way and there was the opportunity to provide personalised feedback and suggestions about gaps in provision and extending our reach into the diversity of communities in the area we serve.

Despite another year of pandemic turmoil, with face-to-face services being disrupted and limited, respondents reported that taking part in our groups and activities enabled them to build a stronger sense of belonging to and feeling part of a community, enjoy the opportunities to make friends and to meet local people from other backgrounds. People feel that participation improves their emotional and/or physical health and wellbeing. Understandably, for those who have been attending groups for some time - such as the Visual Impaired Persons' Group and Stroke Club which have run for decades - some maintain their sense of wellbeing, rather than report further improvement. Some people, for example, might be near the end of their lives and have deteriorating health. In such cases, we strongly value the perceived maintenance of wellbeing, as it shows that - against the odds - attending enjoyable local social groups can keep people feeling engaged, included and cared for.

Percentage of survey respondents who agreed or strongly agreed that:

"participating in a group or activity at T&T helps me..."

- **93%** said attending our groups made them feel part of a community
- **94%** said their involvement with T&T makes them feel more positive about their local area
- **90%** said they feel supported and included
- **90%** said T&T has helped to improve their wellbeing e.g. helping them feel happier, fitter or more purposeful
- **85%** said T&T has helped them to make friends and build relationships
- **88%** said T&T helps them to feel able to get actively involved with their local community

What we do – a vital community hub

1. Children and families' programme

We offer a busy, varied programme of fun, free activities for disadvantaged Rotherhithe and Bermondsey children and their families. This makes it easier for us to connect with local families, while giving them opportunities to meet others in their community and build meaningful, mutually supportive relationships. This work enables us to make contact with even more people in our local area, with its fast-changing demographic, and to cut through boundaries of class, background, and origin. Our children and families programme, like all of our work, seeks to break down barriers and foster new, strong connections throughout the whole community.



> **Amazing outdoor activity for families who don't have an outdoor space [...] Being outdoors in almost every weather is great for the kids, especially during lockdowns.**
>
> ***Little Bugs parent***

For children 6-11 years old, we offer a free programme of after-school and holiday activities to reduce food poverty in a non-stigmatising setting, promote social learning and teach healthy nutrition. These activities are designed around having fun, making friends, learning new skills, and getting active. Targeted at disadvantaged children and free to attend, participants are referred by the nine local primary schools we partner with, GPs and Southwark Social Services' Family Support Programme.

We provide a free programme of activities to support disadvantaged pre-school children 0-5 years to have fun while they grow and develop creatively, socially, emotionally and physically. Targeted at local children who do not have access to green spaces, participants do not need a referral and can simply come along. Southwark ranks in the bottom 2% of local authorities for access to green spaces, and Covid lockdowns led to even less access to safe outdoor space than before, with further social and emotional developmental delays in small children. Additionally, the children we work with often have Adverse Childhood Experiences (ACEs) such as bereavement and living in homes with domestic violence around them.



The under-5s programme is designed to support children as well as their parents to increase confidence, social skills and friendships, and to provide physical activity, nutritional awareness and informal learning opportunities. T&T has a whole-family support approach in which we build relationships with parents and children. We signpost parents to local services as well as helping them navigate statutory services such as Children's Social Care. Alongside this, our project creates a place for parents to support each other and form long-lasting relationships.

Across activities the children and parents have access to healthy snacks, and at Little Bugs the children participate in growing food, increasing their knowledge of where food comes from as they enjoy fruit each week together, using child-safe knives to chop their own snacks. The groups provide free and structured play activities. Free play is an effective way to reduce the traumatic impacts of ACEs, and structured activity supports formal and informal learning, including literacy. Our Children & Family workers also model skills such as how to engage a child in positive play and navigating frustration / conflict in healthy, productive ways.

In parallel with the groups, we provide 'Whole Family Support' in a trusted and neutral environment. Examples of this wide-ranging support include introducing families to local partners such as Big Local Works for benefits and job-hunting advice, supporting a single parent with childcare when they are starting employment and helping a parent enrol their child in school. We do not give up on our children and families. A parent might be suffering from depression, or experiencing financial hardship or domestic violence, or a child might be ill or recently bereaved – whatever the situation, we keep in touch and do all we can to provide the support that children, parents and families need.

> **I like the people and making new foods also trying new things. I like coming to Time & Talents because of the new food and toys and teachers. I think Time & Talents could be better if there was a bigger kitchen.**
>
> ***Forest School participant***



Holiday Hunger Club provides disadvantaged local children with enriching cultural learning experiences and nutritious food, to improve their wellbeing and aspirations. We target the most disadvantaged children in Southwark, which has one the of the highest rates of child poverty in the UK – poorer children in Southwark are in the 10% most deprived LSOA UK neighbourhoods. Children who attend are referred by schools, GPs and Children's Social Care, and all are in receipt of free school meals.

Now a well-established, hyper-local spoke of a crucial network of free holiday provision for struggling families across Southwark, the club runs every school holiday for up to **45 local children aged 6-11 per day**. The clubs provide free educational activity and healthy, nutritional food. Each child participates in two hours of stimulating and fun activity, eats a healthy lunch to school-lunch standards and receives a food pack to take home for the week. Parents experiencing food poverty often skip meals to ensure their children have food, so sending breakfast, lunch, fresh fruit and veg, and tinned foods home to carry the child through the week also helps parents and siblings to have enough to eat. With an extensive waiting list, we have found that families

rely heavily on the clubs and can be distraught when their child 'ages out', so we refer into other local partners to ensure older children have clubs to go to as well as space within ours for new referrals.

2. Targeted services and activities for isolated and vulnerable elderly adults



We exist to connect everyone in our community, but we focus particularly on those who are most vulnerable and most marginalised. Our targeted services are concentrated especially on the elderly and frail, those with disabilities, and people experiencing dementia or poor mental health.

For many years, Time & Talents has provided vitally important group activities, transport, befriending, and one-to-one support to older, lonely and isolated people, to reduce their isolation, improve their wellbeing, and ensure they remain active and connected citizens in their community.

These activities continue to grow, and we now work with more older and vulnerable people than ever. Our services for older people and carers include regular weekly social and support groups, keep-fit classes, a major befriending service, a chapter of the **Cycling Without Age** project – which is evolving into **Bicycle Befrienders**, and several popular – and ever-growing – intergenerational projects. This year, in response to local need, we introduced **Ruby Tuesdays**, a weekly social contact group for people with memory issues to come together to reminisce and enjoy each other's company. Once a month, a **Carers' Club** runs alongside to share advice and facilitate peer support around caring for someone with a memory issue.

Diverse services and activities for people with disabilities such as sensory impairments or impact of strokes also form a central strand of our targeted work, although we continue to work to avoid the creation of 'silos'. Instead, we offer more mixed-ability, mixed-need groups, which are more effective and beneficial in multiple respects. Our wide range of services for people with disabilities and/or sensory impairments, or who are frail as a result of old age, is more popular, and more needed, than ever.

> **When I'm down [my befriender] lifts my spirits. I'm struggling with depression and he gives me good encouragement. He asks me if I want any puzzles to occupy mind. I'm so happy with my befriender.**
>
> ***Befriendee***



We offer older people and their carers a high level of support with practical issues – something we have done since long before the pandemic, and which we have continued throughout the crisis. We know that this support makes a huge difference to their quality of life, helping to secure their physical health and safety, as well as their confidence and peace of mind.

3. Older adults' programme

Our programme aimed at men aged 55+ continues to be an integral and flourishing area of our work. It comprises **Pub Club**, the **Rotherhithe Shed** and the men's **Walking Group**. A diverse collection of older men have consistently acted as volunteers over a long period of time, forging strong and meaningful links with their community in the process. They get particular enjoyment from offering their skills as former tradespeople – as well as deeply valuing the friendship and support that they offer one another. Our work with older men in the community is very much peer-driven, resulting in very well used, effective services that are tailored to what they want and need.



We deliver the **Rotherhithe Shed** with our neighbour **Bubble Theatre**, and this partnership continued to strengthen as we collaborated on tackling the ongoing challenges that pandemic restrictions presented. Each Shed member ('Sheddist') has the opportunity to work on carpentry, repair and draft projects of their choice, on their own or in cooperation with other participants.

The online sessions that we developed during Covid lockdowns continued to run once a week for much of the year, as we went through different restrictions. We sent or delivered materials to Sheddists' homes, to enable full participation in the video sessions. As well as attracting new participants, these offered a regular and enjoyable way for existing members to remain connected and occupied during lonely periods of self-isolation or reduced mobility.

Pub Club continues to be popular, with sessions in local pubs such as the Ship St. Mary. Older men meet to have a lot of fun together, bringing along card games, dominoes and the occasional quiz. The group also uses the time to discuss more serious and personal issues, such as health, staying safe, and the many benefits of regular exercise. The relaxed, welcoming atmosphere makes members feel comfortable and supported enough to share personal stories, which have been a powerful tool in reaching out to others and building deeper relationships. They support each other outside of **Pub Club**, visiting each other for companionship and offering help, including DIY and gardening for those who need a hand and welfare check-ins when people have been unwell.

The older men's **Walking Group** continues to grow, offering regular weekly walks that provide opportunities to explore the local areas and further afield in London, taking in all sorts of interesting places, historical site and events, whilst encouraging a greater sense of community and belonging. During ongoing pandemic measures, the walks were able to continue and provide a much-needed opportunity to get outdoors and socialise with others. Importantly, this regular exercise also helps the walkers to retain mobility and support their physical health.



4. All Age Adults



Green Team has been a constant throughout the pandemic, continuing again throughout the year. This twice weekly, open-access gardening social group that operates with a strong volunteering strand started in 2015. The team comes together to grow their own food, make and share lunch and maintain and develop the gardens and grounds at our heritage site.

Green Team participants provide mutual support in a welcoming and close-knit group. Our primary focus is ensuring that people of different abilities, ages and backgrounds can come together, get their hands dirty, and make lasting friendships. Ages range from 18 to over 80 and include people who are fit and well, alongside those who have or have had mental or physical health challenges.

> **T&T makes me feel like a human, not a charity case like other people say.**
>
> ***Green Team participant***

Most participants come along initially because they feel lonely or isolated, or want to make friends or deal with stress. They are often at a point of transition in their lives. Green Team offers a chance connect and build a sense of belonging, and fellowship over planting, harvesting, and eating what we grow. The group often provides the first entry point to the range of other service and support we offer, including befriending, other social contact groups and volunteering opportunities. Green Team members tell us the group builds their confidence, reduces stress and anxiety, improves mood and overall mental wellbeing. It also enables participants to have a positive effect on the lives of others by volunteering their time. They like the fact that the group blurs the usual boundary of being 'helper and helped'. Fun, friendship and mutual support are key as people learn and share gardening expertise.

> **It's not about plants, it's about people.**
>
> ***Green Team motto***





Get Active Befriending brings people from all backgrounds together through a befriending programme that encourages socially isolated adult to build connections and friendship whilst being supported to get more active, whatever that means to them. The project matches volunteer befrienders and service user befriendees based upon a shared interest in physical activity or a sport. Following a 6-month partnership with a Get Active volunteer, we hope that befriendees will have gained the confidence to take advantage of our group programme and become integrated into the Time & Talents community.



Get Active builds on our highly successful Older Peoples' befriending service of over **40 years.** It was created in response to an increase in younger adults reporting feelings of isolation, anxiety and related low mood. In 2019 Southwark Council produced a survey of loneliness and perceived loneliness in the area, and whilst people over 60 years old were perceived to be loneliest, younger adults actually reported feeling the loneliest. Our Older People's befriending service is renowned locally for the lasting, positive change it has on individuals who are often housebound and the wider local community: building connections between volunteers who are new to the area and longer-established, poorer communities. Through Get Active we are building on this success, developing all-age adult befriending with a focus on increasing wellbeing through physical activity; the only all-age adult befriending project in Southwark.

> **Having T&T and my volunteer has made me feel secure and given me reasons to live again. I'm always in need of my volunteer and they have reassured me in every aspect of my life. I don't have confidence because I have depression, but T&T gives me hope again.**
>
> ***Befriendee***

A two-year pilot started in January 2020 with funding from Comic Relief and soon pivoted in response to the pandemic. As lockdowns and isolation caused depression and anxiety to increase, people also had worsening mental health and a lack of confidence in going outside. Reduced physical activity left many with reduced muscle strength and lower cardio fitness. As people 'emerge from their shells', we have seen greater need for social support and to increase physical activity. Get Active befriending has also supported older people who have become less fit through the pandemic period to become more active. To meet increasing demand, we offer a weekly walk for adults of any age.

People are referred to Get Active by Social Prescribers, GPs, Social Services, and our own Neighbourhood Care Team. Befriendees currently range in age from 30 – 80 and are at risk of social isolation for a variety of reasons including physical or mental health issues, age, refugee status, language barriers, disability & learning disability. Volunteers are local to Southwark, and cite varied motivations to give their time, including being new to London or the UK, distance from their own families and connections, a desire to gain experience in the social care or sporting sectors, and a wish to give back and feel part of their local community.

5. Volunteering and skills-sharing



We only achieve our aims by engaging and managing a large team of volunteers, who offer their energy, time and talents on a consistent basis. Their input, as well as being crucial to the success of our programmes, enables us to build wider connections and social networks across the local community. In return, we offer volunteers wide-ranging, substantial opportunities for self-development.

We have a large number of 'traditional' regular volunteers of all ages, relative to the size of our organisation, including befrienders for elderly people and Get Active befrienders; Cycling Without Age/Bicycle Befriender 'pilots'; people who give support in our many groups; people who prepare food for groups; assistants in our office; to name a few. Rather than treating volunteering as a separate 'programme' of work, we recognise it as fundamental – integral to our work in all its forms. Whilst this source of volunteering was severely limited during the pandemic, we benefited from **Good Gym** 'missions' in which teams of local runners came to the Old Mortuary to help with the Marychurch Oasis front garden renovation.



6. Intergenerational activities

In an area divided along age lines as well as by wealth, there is often a lack of trust between the newer, younger population, and the more established, older residents. To try to tackle these divisions and foster greater understanding, stronger connections and new friendships, we continue to design intergenerational projects in many areas of our community programme. Whilst in-person activity indoors was restricted through parts of the year, we were able to bring generations together for gardening, harvesting produce and making meals together outside in our gardens. When groups were together, capacity limits and social distancing limited the amount of in-person intergenerational activity. Groups worked on the same project across ages in different ways: Happy Mondays decorated plant pots for children in Little Bugs to plant seeds in and take home. In sessions leading up to the





festive period, children in our Forest Club and Crafty Beasts groups made Christmas cards and decorations to be delivered to vulnerable and isolated older people. Rotherhithe Shed members cut tree ornament shapes out of wood and painted them white for children to decorate themselves as part of the children's Christmas activity packs.

7. General events, activities and support to build a more cohesive community

Our community engagement work encourages relationships between local people, and creates ways for people to meet their neighbours and feel connected to the place where they live and work. In an area undergoing sustained ad dramatic change, there is a serious and pressing need to reduce division and promote community cohesion. 'Placemaking', community development, and the fostering of grassroots initiatives continue to play crucially important roles, and have become major strengths of our organisation over the last five years.

In our work to build community cohesion, we focus on:

- Fun, creative community events and parties, which bring people of all ages and backgrounds together for music and dancing, games and activities, food and friendship.
- Community gardening and engagement with nature in our beautiful gardens and heritage building.
- Building community capacity by offering high-quality space at the Old Mortuary and our second 'T&T2' venue, plus support for community-led activities and groups from a Local History Society to a chess club, and activity groups for children.
- Informal leisure learning and health and wellbeing activities for adults and families. We have been gradually reintroducing these in person since pandemic restrictions eased, with ESOL, yoga, mindfulness, and Tai Chi.

Board of Trustees

Over the course of the year, we continued to strengthen our Board of Trustees, who together bring a broad range of skillsets from the voluntary and commercial sectors. The majority of trustees are also local residents. The Board meets quarterly, and an annual strategy day allows for a constructive review of our work and ensures a renewed consideration of our priorities.

We thanked Lorraine Zuleta for her huge contribution to Time & Talents as both a Trustee and as a previous Chair of the Board of Trustees, when she stepped down in November at the end of three terms. During the year we also thanked Nigel Clemson for his contribution as our HR specialist Trustee when he retired from the Board in September. Local residents Alisa Dolgova, Mark Fisher, Timea Kadar and Susan Lower were appointed as Trustees in September 2021.

Staffing

Our review of organisation strategy and performance continued. Whilst there was no change to the overall headcount, we strengthened leadership, programme delivery and overall infrastructure management with the appointment of a Head of Operations.

Achievements and Performance

Key Areas of Organisational Development

Time & Talents continues to modernise and improve systems and infrastructure, to ensure efficiency, and to keep delivering to a high standard. Over the year, we have:

- Implemented the one-year Rotherhithe Recovery transition plan to bridge the period of the COVID-19 pandemic, whilst planning a new three-year strategy
- Continued to develop our marketing and PR:
    - we were honoured with a 2021 Southwark Civic award for our work supporting vulnerable residents during the COVID-19 pandemic
    - we restructured and refreshed our website
    - we increased our social media reach, growing the number of 'likes' of our Instagram and Twitter pages by page by 105% and 75% respectively, building our Facebook follower count by 9% and our Twitter engagements by 80%. Posts about our volunteering programmes are consistently popular and well-shared.

- Introduced Trauma Informed Practice training and group supervision for all frontline staff
- Implemented an Equity, Diversity and Inclusion working group of staff and trustees, meeting regularly to create and implement an action plan to build T&T's EDI
- Retained the services of an HR and Employment Law specialist firm to ensure that we mitigate HR risks
- Retained an Employee Assistance Programme to provide emotional and health assistance for staff
- Reviewed, refined and agreed all policy and procedure documents. Introduced our new Sustainability Policy
- Enhanced cyber security with increased password strength requirements and 2-Factor authentication for any sign-in to the server or our 365 files.





Plans for the future

We will continue to focus on our key goal: breaking down barriers, perceived and actual, in a highly diverse and changing area and in an increasingly divisive political climate.

We will continue to ensure that inclusion gaps – between those who are doing well in terms of health, wellbeing, money, and status, and those who are struggling – are narrowed as far as possible, wherever possible.

Now in our 135th year, we are committed to ensuring that the people who attend Time & Talents – at both our venues – as well as our staff and volunteers, fully reflect the diversity of the community and the neighbourhoods we serve. We continue working to bring black and otherwise minoritised voices into the core of our programme design, in order to make our groups, events and services truly user-led. Our internal Equity, Diversity and Inclusion group of staff and trustees continues working to learn, understand and ensure that our commitment is kept, so that it informs everything we do – now and in the future.

Concerning our reputation, and our place both in the sector and in Southwark, we are extremely proud of the consistently high quality of the services and activities that Time & Talents provides. We are also proud of our reputation for innovation, creativity, adaptability and impact. Our goal over the coming years is to continue to be known as an exemplar of what multipurpose community hubs can achieve.

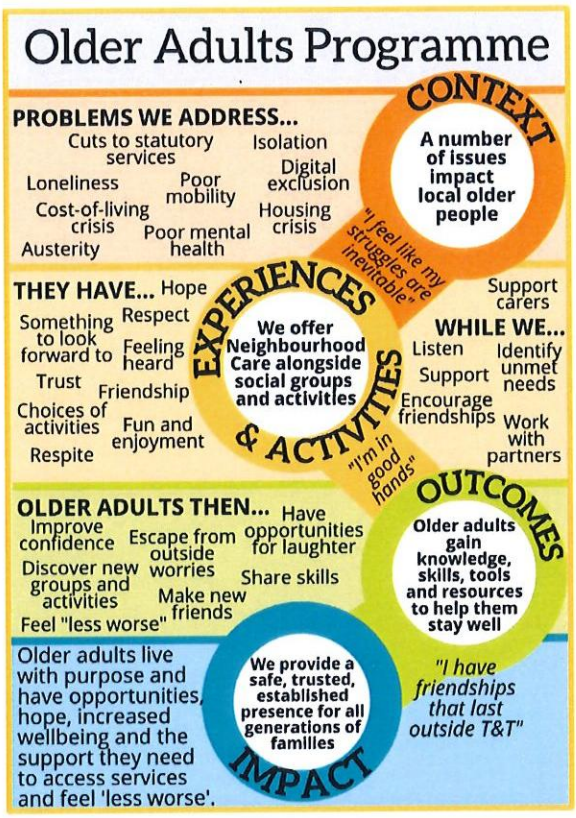
Strategic Plan

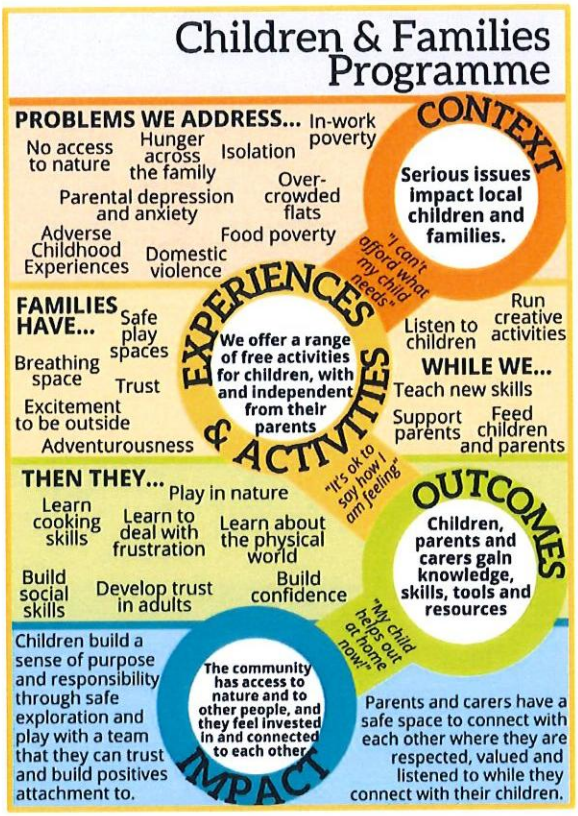
Building on the interim 'Rotherhithe Recovery' we delivered during COVID-19, we have created a new three-year strategic plan with key objectives:

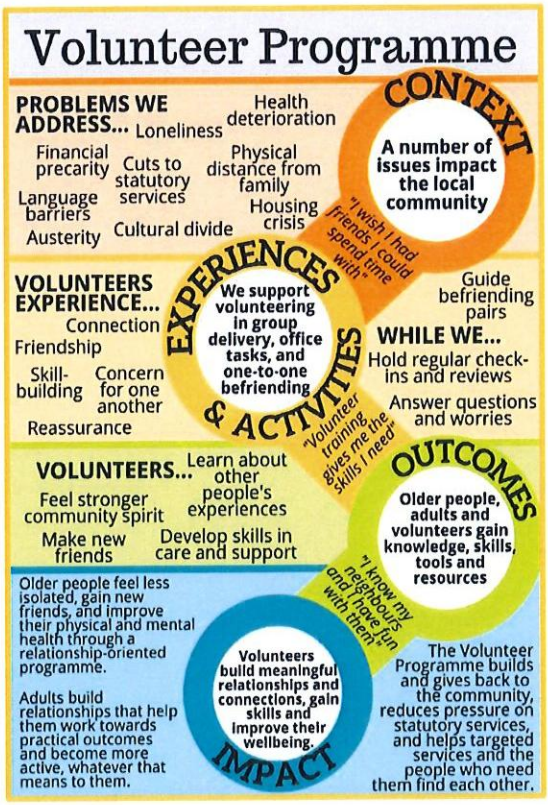
Key Objectives			
Community Programme Development We will build connections and a sense of community through activities and pathways of change to meet the evolving needs of local residents.	**Continuous Quality Improvement** We will continually increase the quality of our services using an approach of continuous information gathering, reflection, planning and taking action.	**Continuous Resource Development** We will develop our processes to better invest in and manage our key resources: our people and our facilities.	**Robust Financial Functions** We will build our sustainable business practices, secure longer-term funding, and follow best practice to manage finances and the organisation.
• Improve physical and mental wellbeing through fun, friendships and a sense of belonging • Meet growing need through increasing the effectiveness of the children and family offer • Refine intergenerational offer to better include house-bound older adults and the volunteering programme • Improve mutually beneficial partnership work, building more creative, physical and educational activities into services and community offer • Increase our reach into marginalised groups locally	• Monitor information through annual user evaluation survey and quarterly co-produced group planning sessions • Analyse information gathered from service users, comparing year-on-year • Identify and monitor trends in Safeguarding, Data Protection and Health & Safety issues and incidents and comments and complaints through bi-annual reviews • Regular revision of policies and procedures, learning from best practice in the sector • Continue consideration of what quality marks would be beneficial	• Training needs analysis embedded in regular structured staff supervision and performance reviews • Annual review of exit interviews to identify potential areas of improvement in staff satisfaction • Annual review of HR processes, staff pay and working conditions • Ensure strong governance by comprehensive annual skills audit and gap analysis of the trustees • Develop robust, inclusive internship and work experience programme for local residents	• Invest in income generation to maximise a portfolio of diverse sources: large and small grants and donations, short-term and long-term funds, and venue hire • Robust approach to risk assessment and management, ensuring accountability for budgets and financial processes • Ongoing review of business processes to ensure lean effective operations including continuous review of external providers, balancing cost effectiveness and environmental impact

Pathways to Change

In parallel have recently analysed what it is we do that impacts people. In response to the needs and local and wider context, have created a Pathway to Change model that helps us to frame our work and ensure we are meeting needs in a structured way. It is not a simple journey from A to B, but it does help us to visualise the ideal we are trying to achieve. There are four pathways as follows:







Pathway to Change

Time & Talents
Where everyone feels part of a community

CONTEXT

A number of issues impact the local community

ROOT CAUSES ...

- In-work poverty
- Adverse Childhood Experiences
- Cuts to statutory services
- Austerity
- Lack of intergenerational opportunities
- Covid school closures
- Housing crisis
- Covid lockdowns
- Migration
- Divisions in the community
- No family support

... OF PROBLEMS WE ADDRESS

- Loneliness and isolation
- Limited mobility
- Lack of targeted services
- Poor physical and mental health
- Digital exclusion
- Hunger across the family
- Financial precarity
- Deterioration since Covid
- Lost year of education
- Delayed development

"Things feel too much right now"

EXPERIENCES & ACTIVITIES

We offer a range of services for children, adults, families and older people to be supported and contribute to the community

THEY EXPERIENCE...

- Reassurance
- Hope
- Fun
- Space to reflect honestly
- Choice and autonomy
- Trust
- Concern for another
- Relief
- Connection
- Excitement to try new things
- Feeling heard
- Friendship
- Breathing space

WHILE WE...

- Work with empathy
- Signpost and refer outwards
- Problem-solve
- Provide transportation
- Give respite
- Encourage friendships
- Welcome new people
- Nurture new skills
- Engage people flexibly
- Listen
- Train volunteers
- Support participation
- Supervise safe free play
- Identify unmet needs
- Provide new experiences
- Act as a resource for questions and worries

"I can be honest here - they will help me"

OUTCOMES

Service users and volunteers gain knowledge, skills, tools and resources

PEOPLE THEN ...

- Develop a stable routine
- Strengthen social skills
- Make new friends
- Build new skills in leadership, problem-solving
- Develop strong community spirit
- Access peer support
- Have hope for tomorrow
- Grow trusted relationships
- Discover new groups and activities
- Learn new skills
- Stabilise or improve physical health
- Learn about nature
- Access specialist services
- Improve wellbeing
- Get free period products
- Learn about other people's experiences
- Escape from outside worries
- Have access to food
- Improve confidence

"I have friendships that last outside T&T"

We need ENABLERS around us:

- Specialist services
- Robust social services
- Funding
- Community and statutory buy-in
- Safeguarding pathways
- Partner organisations
- Culture of civic participation
- DWP policies promoting part-time working and volunteering

IMPACT

We provide a safe, neutral and trusted presence for all generations of families

People have fun, build friends and grow a sense of belonging while improving their physical and mental health.

We build connections and a sense of community through free / low-cost intergenerational activities.

Financial Review

Income

In the year to 31 March 2022, Time & Talents received income of £506,685 (2021: £865,876), a decrease of £359,191. This financial year is more comparable to normal trading years. Last year's increase in income was from charitable activities, in particular the temporary emergency relief COVID-19 food hub operated by the charity during eleven months of the year. The gross value of food parcels supplied by Southwark Council was recognised in income that year and had a corresponding amount recognised within the expenditure.

Expenditure

The annual expenditure (including non-cash cost of depreciation) was £611,065 (2021: £663,593). Staff costs at £439,594 (2021: £387,741) make up 72% of all expenditure and saw 12% increases versus 2021, due to an investment in strengthening operational leadership. Overall, expenditure has decreased for the reasons noted above in respect of the temporary emergency relief COVID-19 food hub in the previous year.

Net surplus/deficit

The deficit of £104,280 (2021: surplus of £202,705) is stated after the non-cash charge of depreciation on the historic building works and other assets of £26,167 (2021: £25,631), with a resultant cash deficit of £78,113 (2021: cash surplus £228,336).

INVESTMENT AND POLICY AND PERFORMANCE

The majority of the Charity's liquid assets are kept in bank accounts and cash deposits, to ensure they would be available to cover operating needs or emergencies. The charity may invest amounts that are not immediately required for the objectives in such investments as may be thought fit by the Board of Trustees subject to such conditions and such consents as may be imposed or required by law.

RESERVES POLICY

Each year, the Board of Trustees reviews the Reserves Policy. In 2021/22 there was no change to the policy of holding a minimum of three months' operating costs in unrestricted reserves, which would cover any liabilities in the event of winding up. The Association's level of unrestricted funds at year-end 2022, totalling £205,806, complies with this policy.

The Association also holds restricted funds which are those with specific restrictions imposed by the donors and include both those received for specific projects of the Charity and funds raised for the Old Mortuary Renovation capital project. Restricted funds totalled £249,810 (2021: £273,611) at the year end and do not form a part of the Association's free reserves.

Structure, Governance and Management

a. CONSTITUTION

Time & Talents is a charitable company limited by guarantee, incorporated on 7 June 2000 and registered as a charity on 15 January 2001.

b. TIME & TALENTS BOARD OF TRUSTEES

The Trustees of the charity are known as Directors of the company, as Time & Talents is registered as a limited company and a charity. Trustees are appointed for a three-year term renewable up to nine years. New Trustees are recruited to the Board through soliciting expressions of interest through Time & Talents' supporter network, advertising on the website and through other media. Subject to having the necessary skills and experience, they can be elected to the Board by the Directors. Trustees go through a process of induction and are offered development opportunities. The Board meets four times a year as a whole group and there is an annual strategy session. There are also appropriate task and finish subcommittees when specific projects require the input of the directors. All trustees give their time voluntarily and receive no benefits from the charity.

c. ORGANISATIONAL STRUCTURE AND DECISION MAKING

The Board oversees the work of the CEO, staff and volunteers, delegating operational running of the organisation to the CEO who provides regular reports to them on progress against agreed targets to ensure the work is carried out according to the strategic plan.

d. RISK MANAGEMENT

Our Risk policy is designed to support the charity's mission and objectives. Trustees believe it is appropriate to take risks with our charity's resources in line with our strategy. We will not take any risks relating to our duty to protect our service users or volunteers.

Time & Talents is vulnerable to risk regarding its governance and oversight, regulatory compliance, finances and operations. Time & Talents is also vulnerable to risk relating to actions or behaviours of staff, volunteers and other stakeholders.

Full vetting procedures are followed for all staff and volunteers, with regular training to mitigate any Safeguarding risks.

Equally we seek to ensure that our financial and operational procedures are effective in guarding against fraud or corruption, establishing safe and appropriate working practices, preventing the misuse of private information, securing our data, and ensuring that legitimate concerns can be raised.

To this end, Time & Talents has a set of policies and procedures which include Safeguarding of Children and Vulnerable Adults, Code of Conduct, Privacy, Financial Management & Accounting, Health & Safety including lone working, Whistleblowing, Volunteering, and an employee handbook clearly

laying out expectations around confidentiality, conflicts of interest, social media and other expected professional behaviours.

Strategic risks are identified and managed by senior staff and recorded in the Risk Register. The Risk Register is discussed by the Board together with mitigation actions on a quarterly basis. There is also a regular report and review of Safeguarding issues at each meeting of Trustees.

The Head of Operations is responsible for the maintenance and accuracy of the Risk Register. The Board is responsible for oversight and review of strategic risks to the organisation. The CEO has overall responsibility for implementing and monitoring this policy, which will be reviewed on a regular basis following its implementation and may be changed from time to time.

Public Benefit Statement

The objects of the charity and the activities described above ensure that Time & Talents delivers public benefit by focusing on the needs of local individuals, communities and small organisations, in particular those in need, to provide services at low or no cost in line with the duty in Section 17 of the Charities Act 2011.

Trustees' Responsibilities Statement

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

DISCLOSURE OF INFORMATION TO AUDITORS

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

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

This report was approved by the Trustees on 25 November 2022 and signed on their behalf by:

A. L. Woodley.

Angela Woodley, Chair

Trustee

Rebecca Bland

Rebecca Bland, Treasurer

Trustee

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF TIME & TALENTS ASSOCIATION

Opinion

We have audited the financial statements of Time & Talents Association (the 'charitable company') for the year ended 31 March 2022 which comprise Statement of Financial Activities, the Balance Sheet, the cashflow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF TIME & TALENTS ASSOCIATION

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees
As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF TIME & TALENTS ASSOCIATION

- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

John Howard FCA (Senior Statutory Auditor)
For and on behalf of Azets Audit Services
Statutory Auditor
2nd Floor, Regis House
45 King William Street
London
EC4R 9AN

Date 25 November 2022

TIME & TALENTS ASSOCIATION

STATEMENT OF FINANCIAL ACTIVITIES
(Including the Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
INCOME FROM:					
Donations and fundraising income	2	78,673	-	78,673	74,569
Charitable activities	3	167,845	259,760	427,605	786,715
Investments	4	141	-	141	162
Other Income	5	266	-	266	4,430
TOTAL INCOME		**246,925**	**259,760**	**506,685**	**865,876**
EXPENDITURE ON:					
Raising funds		5,418	-	5,418	7,865
Charitable activities:					
Depreciation		3,387	22,780	26,167	25,631
Governance		8,370	-	8,370	6,500
Other charitable activities		310,329	260,781	571,110	623,597
	6	**327,504**	**283,561**	**611,065**	**663,593**
Net gains/(losses) on investments	11	100	-	100	422
Net income/expenditure		**(80,479)**	**(23,801)**	**(104,280)**	**202,705**
Other recognised gains/(losses):					
Actuarial gains/(losses) on pension scheme	14	4,395	-	4,395	(264)
NET MOVEMENT IN FUNDS		**(76,084)**	**(23,801)**	**(99,885)**	**202,441**
RECONCILIATION OF FUNDS:					
Total funds brought forward	15	281,890	273,611	555,501	353,060
TOTAL FUNDS CARRIED FORWARD	15	**205,806**	**249,810**	**455,616**	**555,501**

All income and expenditure derive from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

The notes on pages 30 to 46 form part of these financial statements.

TIME & TALENTS ASSOCIATION

BALANCE SHEET
FOR THE YEAR ENDED 31 MARCH 2022

Company number: 04009766

	Notes	2022 £	2022 £	2021 £	2021 £
FIXED ASSETS					
Tangible assets	10		164,330		190,497
Investments	11		3,381		3,281
			167,711		193,778
CURRENT ASSETS					
Debtors	12	47,515		20,484	
Cash at bank and in hand		363,276		459,823	
		410,791		480,307	
CREDITORS: amounts falling due within one year	13	(121,475)		(110,871)	
NET CURRENT ASSETS			289,316		369,436
Defined benefit pension scheme	14		(1,411)		(7,713)
NET ASSETS			**455,616**		**555,501**
CHARITY FUNDS					
Restricted funds	16		249,810		273,611
Unrestricted funds	15		205,806		281,890
TOTAL FUNDS			**455,616**		**555,501**

These financial statements have been prepared in accordance with the special provision of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved and authorised for issue by the Trustees on 25 November 2022 and signed on their behalf by:

A.L. Woodley

Angela Woodley, Chair

Trustee

Rebecca Bland

Rebecca Bland, Treasurer

Trustee

The notes on pages 30 to 46 form part of these financial statements.

TIME & TALENTS ASSOCIATION

STATEMENT OF CASH FLOW
FOR THE YEAR ENDED 31 MARCH 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash used in operating activities	22	(96,688)	268,033
		(96,688)	268,033
Cash flows from investing activities:			
Dividends, interest and rents from investments		141	162
Purchase of tangible fixed assets		-	(20,341)
Net cash provided by investing activities		**141**	**(20,179)**
Change in cash and cash equivalents in the year		(96,547)	247,854
Cash and cash equivalents brought forward		459,823	211,969
Cash and cash equivalents carried forward	23	**363,276**	**459,823**

The notes on pages 30 to 46 form part of these financial statements.

TIME & TALENTS ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

(a) General information and basis of preparation

Time & Talents Association is a company limited by guarantee in the United Kingdom. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company. The address of the registered office is given in the reference and administrative details on page 1 of these financial statements. The nature of the charity's operations and principal activities are set out on page 2.

The charitable company constitutes a public benefit entity as defined by FRS 102.

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 (FRS 102) issued on 16 July 2015 (as updated through Update Bulletin published on 2 February 2017), the Financial Reporting Standard applicable in the United Kingdom (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2017.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Going Concern

The Trustees have considered the organisation's performance, they have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements and believe that no material uncertainties exist. The financial statements have therefore been prepared on a going concern basis.

(c) Funds

Unrestricted funds - represent funds which can be used in accordance with the charitable objects at the discretion of the Trustees.

Designated funds – these are funds set aside by the Trustees out of unrestricted general funds for specific purposes or projects.

Restricted funds - represent funds which are to be used in accordance with specific restrictions imposed by donors or when the funds are raised by the charity for particular purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1. ACCOUNTING POLICIES (continued)

(d) Income

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

Donations and fundraising income are recognised in the financial statements when the Association is convinced that there is entitlement to the income, there is certainty of receipt and the amount in question is measurable.

Income from charitable activities includes income from grants and donations. Grant income is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Investment income, which includes interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised. Refer to the Trustees' report for more information about the support provided by general volunteers to the Association.
On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the company which is the amount the company would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

(e) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1. **ACCOUNTING POLICIES (continued)**

(e) Expenditure (continued)

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.
Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.
All expenditure is inclusive of irrecoverable VAT.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Long Term Leasehold Property	20 years straight line
Motor Vehicles	20% reducing balance
Fixtures, Fittings and Equipment	20% - 33% reducing balance
Computer Equipment	20% - 33% reducing balance
Garden Office	20 years straight line
Solar Panels	20 years straight line

All assets costing more than £500 are capitalised.

(g) Investments

Fixed Asset Investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment.

Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the Statement of financial activities incorporating income and expenditure account.

(h) Debtors

Trade debtors are recognised at the settlement amount after any trade discount offered. Other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

(i) Cash at bank and in hand

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1. **ACCOUNTING POLICIES (continued)**

(j) Creditors and provisions

Creditors are recognised where the Trust has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Other creditors and accruals are recognised at their settlement amount due.

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

(k) Financial Instruments

The association only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

(l) Operating Leases

Rentals under operating leases are charged to the Statement of financial activities incorporating income and expenditure account on a straight-line basis over the lease term.

(m) Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(n) Employee benefits

The charity operates a defined contribution pension scheme for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in the accruals in the balance sheets. The assets of the plan are held separately from the charity in an independently administered fund.

Previously the pension provision was made through multiemployer defined benefit pension plans. Where it is not possible for the charity to obtain sufficient information to enable it to account for a plan as a defined benefit plan, it accounts for the plan as a defined contribution plan. Where the plan is in deficit and where the charity has agreed, with the plan, to participate in a deficit funding arrangement, the charity recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the Statement of Financial Activities. The unwinding of the discount is recognised as a finance cost. A liability for the agreed pension scheme deficit plan of the TPT Retirement Solution Scheme has been included based on an estimate of the remaining costs to complete the wind up of the scheme, in accordance with the Schedule of Contributions dated 31 March 2022.

1. **ACCOUNTING POLICIES (continued)**

(o) Critical Accounting Estimates and Areas of Judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

a) Judgements in applying the entity's accounting policies:

(i) Multi-employer defined benefit pension schemes
The charity participates in a multi-employer defined benefit pension scheme with other organisations. In the judgement of the trustees, the charity does not have sufficient information on the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets. Therefore, the schemes are accounted for as defined contribution schemes.

b) Judgements in applying the entity's accounting policies:

(i) Multi-employer defined benefit pension schemes
The charity has an obligation to pay a deficit funding arrangement in respect of a multi-employer defined benefit pension scheme. The present value of the obligation depends on a number of factors including the RPI rate and the discount rate on corporate bonds. Management have used the present value provided by the Scheme administrators in determining the new pension obligation in the balance sheet.

(ii) Useful economic lives and residual values of tangible assets
The annual depreciation charge of tangible assets is sensitive to changes in the estimated useful economic lives and the residual value of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on economic utilisation, physical condition and future investments of assets.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Donations and fundraising income	41,715	-	41,715	74,569
Legacies	36,958	-	36,958	-
	78,673	**-**	**78,673**	74,569
Total 2021	74,569	-	74,569	

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Core Management and Premises	162,199	-	162,199	228,026
Space Hire	5,646	-	5,646	(845)
Cycling without age	-	7,948	7,948	5,850
Older people services	-	121,655	121,655	122,531
Gardening	-	9,816	9,816	10,596
Food hub	-	-	-	286,269
Children and family services	-	70,431	70,431	38,185
Outdoor Activities	-	12,500	12,500	22,745
Adult Groups	-	2,760	2,760	14,638
Befriending	-	28,714	28,714	46,926
Older Activities	-	5,936	5,936	11,794
	167,845	**259,760**	**427,605**	786,715
Total 2021	227,181	559,534	786,715	

TIME & TALENTS ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

4. INVESTMENT INCOME

	Unrestricted funds 2022	Restricted funds 2022	Total funds 2022	Total funds 2021
	£	£	£	£
Investment income	120	-	120	103
Bank interest	21	-	21	59
	141	**-**	**141**	162
Total 2021	162	-	162	

5. OTHER INCOME

	Unrestricted funds 2022	Restricted funds 2022	Total funds 2022	Total funds 2021
	£	£	£	£
Job Retention Scheme	266	-	266	4,430
	266	**-**	**266**	4,430
Total 2021	4,430	-	4,430	

6. TOTAL RESOURCES EXPENDED

	Cost of Generating	Core Management	Cycling Without Age	Older People	Gardening
	£	£	£	£	£
Marathon costs	5,418	-	-	-	-
Staff costs	-	120,100	8,205	116,152	35,618
Auditors remuneration	-	-	-	-	-
Depreciation	-	-	-	-	-
Other costs	-	101,896	1,042	7,374	3,652
Total	**5,418**	**221,996**	**9,247**	**123,526**	**39,270**

6. TOTAL RESOURCES EXPENDED (continued)

	Children & Family	Outdoor Activities	Adult Groups	Befriending	Older Activities
	£	£	£	£	£
Marathon costs	-	-	-	-	-
Staff costs	59,316	39,859	13,253	25,381	21,710
Auditors remuneration	-	-	-	-	-
Depreciation	-	-	-	-	-
Other costs	11,762	625	1,740	1,300	2,125
Total	**71,078**	**40,484**	**14,993**	**26,681**	**23,835**

	Governance Costs	Support Costs	2022 Total	2021 Total
	£	£	£	£
Marathon costs	-	-	5,418	7,865
Staff costs	-	-	439,594	387,741
Auditors remuneration	8,370	-	8,370	6,500
Depreciation	-	26,167	26,167	25,631
Other costs	-	-	131,516	235,856
Total	**8,370**	**26,167**	**611,065**	**663,593**

7. NET INCOME/(EXPENDITURE)

This is stated after charging:

	2022	2021
	£	£
Depreciation of tangible fixed assets:		
- owned by the charity	**26,167**	25,631
Auditors' remuneration (VAT inclusive)	**8,370**	6,500

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

8. AUDITORS' REMUNERATION

	2022 £	2021 £
Auditors remuneration (VAT inclusive)	**4,980**	4,500
Auditors remuneration – non-audit work (VAT inclusive)	**2,460**	2,280
Over/(under) provision in prior years	**930**	(280)
	8,370	6,500

9. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES AND THE COST OF KEY MANAGEMENT PERSONNEL

Staff costs were as follows:

	2022 £	2021 £
Salaries	**382,476**	345,615
Employers NI	**30,678**	28,408
Pension costs	**16,062**	13,718
Temporary staff costs	**10,378**	-
	439,594	387,741

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

	2022 No.	2021 No.
	20	18

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

During 2022, no Trustees were paid or received any other benefits from employment with the charitable company (2021: £nil). No Trustees were reimbursed for any expenses during the year (2021: £nil)

The key management of the charitable company comprise the Trustees, the CEO and the Head of Operations (from 1 June 2021). The Trustees do not receive any remuneration for this role. The total employee benefits of the key management personnel of the charitable company were £95,456 (2021: £55,893)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

10. TANGIBLE FIXED ASSETS

	L/Term Leasehold Property	Solar Panels	Motor Vehicles	Fixtures and fittings	Computer equipment	Total
	£	£	£	£	£	£
Cost						
At 1 April 2021	455,594	17,504	32,713	36,933	14,503	557,247
At 31 March 2022	**455,594**	**17,504**	**32,713**	**36,933**	**14,503**	**557,247**
Depreciation						
At 1 April 2021	305,554	292	32,713	18,338	9,853	366,750
Charge for the year	22,780	875	-	979	1,533	26,167
At 31 March 2022	**328,334**	**1,167**	**32,713**	**19,317**	**11,386**	**392,917**
Net book value						
At 31 March 2022	**127,260**	**16,337**	**-**	**17,616**	**3,117**	**164,330**
At 31 March 2021	150,040	17,212	-	18,595	4,650	190,497

11. FIXED ASSET INVESTMENTS

	Listed securities
	£
Market value	
At 1 April 2021	3,281
Revaluations	100
At 31 March 2022	3,381

Investments at market value comprise:

	2022	2021
	£	£
Listed investments	**3,381**	3,281

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

12. DEBTORS

	2022 £	2021 £
Trade debtors	5,715	1,264
Other debtors	-	227
Prepayments and accrued income	41,800	18,993
	47,515	20,484

13. CREDITORS: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	11,882	7,454
Other taxation and social security	(2,272)	7,043
Other creditors	6,564	7,028
Accruals and deferred income	105,301	89,346
	121,475	110,871

Deferred income	
Deferred income at 1 April 2021	64,557
Resources deferred during the year	215,516
Amounts released from previous years	(188,108)
Deferred income at 31 March 2022	**91,965**

Deferred income relates to income received during the year for activities taking place in 2022/2023.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

14. PROVISION FOR LIABILITIES

	2022	2021
	£	£
Multi-employer scheme liability	1,411	7,713

The movement in the liability during the year was as follows:

	2022	2021
	£	£
Balance at 1 April	7,713	9,140
Unwinding of the discount factor (interest expenses)	45	205
Deficit contribution	(1,952)	(1,896)
Remeasurement – impact of any change in assumptions	(32)	264
Remeasurement – amendments to the contribution schedule	(4,363)	-
	1,411	7,713

The Charity participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the Charity is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit Contributions
From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

14. PROVISION FOR LIABILITIES - continued

Deficit Contributions

From 1 April 2019 to 30 September 2025:	£11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Assumptions	2022 % per annum	2021 % per annum	2020 % per annum
Rate of discount	2.35	0.66	2.53

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

15. STATEMENT OF FUNDS

	Balance at 1 April 2021 £	Income £	Expenditure £	Gains/ (losses) £	Balance at 31 March 2022 £
Unrestricted funds					
General funds	281,890	246,925	(327,504)	4,495	205,806
Restricted funds (summary)					
Restricted funds for charitable activities (note 16)	273,611	259,760	(283,561)	-	249,810
	555,501	**506,685**	**(611,065)**	**4,495**	**455,616**

TIME & TALENTS ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

15A STATEMENT OF FUNDS – PRIOR YEAR

	Balance at 1 April 2020	Income	Expenditure	Gains/ (losses)	Balance at 31 March 2021
	£	£	£	£	£
Unrestricted funds					
General funds	180,240	306,342	(204,850)	158	281,890
Restricted funds (summary)					
Restricted funds for charitable activities (note 16A)	172,820	559,534	(458,743)	-	273,611
	353,060	**865,876**	**(663,593)**	**158**	**555,501**

16. RESTRICTED FUNDS BREAKDOWN

	Balance at 1 April 2021	Income	Expenditure	Transfers	Balance at 31 March 2022
	£	£	£	£	£
Old Mortuary Renovation	150,040	-	(22,780)	-	127,260
Cycling without age	1,383	7,948	(9,247)	-	84
Older people services	50,651	121,655	(123,256)	-	49,050
Gardening	-	9,816	(9,816)	-	-
Food hub	36,867	-	-	(36,867)	-
Children and family services	12,505	70,431	(70,585)	36,867	49,218
Outdoor Activities	-	12,500	(12,500)	-	-
Adult Groups	-	2,760	(2,760)	-	-
Befriending	22,165	28,714	(26,681)	-	24,198
Older Activities	-	5,936	(5,936)	-	-
Balance carried forward	**273,611**	**259,760**	**(283,561)**	**-**	**249,810**

Old Mortuary Renovation
This relates to funds raised for the Old Mortuary Renovation Capital project to which the annual depreciation is allocated.

Cycling without age
This relates to funds raised for volunteers providing trishaw rides for older people.

Older people services
This relates to funds raised for targeted services and activities for isolated and vulnerable older people.

Gardening
This relates to funds raised for Green Team and Rotherhithe Shed projects.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

16. RESTRICTED FUNDS BREAKDOWN – CONTINUED

Food hub
This relates to funds raised for the weekly Covid-19 emergency food delivery to households in crisis during the period May 2020 -March 2021.

The surplus income has been transferred to Children and Family services as the activity continues to be fulfilled by emergency food provision during Holiday Clubs.

Children and Family services
This relates to funds raised for programmes of free activities for children and whole family support.

Outdoor Activities
This relates to funds raised for volunteer befriending through sport and activity for all age adults.

Adult Groups
This relates to funds raised for a community offer of creative, learning and wellbeing classes.

Befriending
This relates to funds raised for volunteer befriending service for frail or vulnerable older people.

Older Activities
This relates to funds raised for targeted projects such as Pub Club for older men and walking groups.

16A RESTRICTED FUNDS BREAKDOWN – PRIOR YEAR

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
Old Mortuary Renovation	172,820	-	(22,780)	150,040
Cycling without age	-	5,850	(4,467)	1,383
Older people services	-	122,531	(71,880)	50,651
Gardening	-	10,596	(10,596)	-
Food hub	-	286,269	(249,402)	36,867
Children and family services	-	38,185	(25,680)	12,505
Outdoor Activities	-	22,745	(22,745)	-
Adult Groups	-	14,638	(14,638)	-
Befriending	-	46,926	(24,761)	22,165
Older Activities	-	11,794	(11,794)	-
Balance carried forward	172,820	559,534	(458,743)	273,611

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS – CURRENT YEAR

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	37,070	127,260	164,330
Fixed asset investments	3,381	-	3,381
Current assets	288,241	122,550	410,791
Creditors due within one year	(121,475)	-	(121,475)
Provisions for liabilities	(1,411)	-	(1,411)
	205,806	**249,810**	**455,616**

17A. ANALYSIS OF NET ASSETS BETWEEN FUNDS – PRIOR YEAR

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	40,457	150,040	190,497
Fixed asset investments	3,281	-	3,281
Current assets	356,736	123,571	480,307
Creditors due within one year	(110,871)	-	(110,871)
Provisions for liabilities	(7,713)	-	(7,713)
	281,890	273,611	555,501

18. PENSION COMMITMENTS

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £16,062 (2021: £13,718).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

19. OPERATING LEASE COMMITMENTS

At the 31 March 2022 the total of the Charity's future minimum lease payments under non-cancellable operating leases was:

	Land and buildings	
	2022	2021
	£	£
Amounts payable		
Within one year	11,250	11,250
Between one and five years	45,000	45,000
After more than 5 years	13,901	25,151

20. RELATED PARTY TRANSACTION

There were no related party transactions noted during the year ending 31 March 2022 nor in the year ending 31 March 2021.

21. CONTROLLING PARTY

There was no controlling party in the year under review.

22. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING

	2022	**2021**
	£	£
Net expenditure for the year (as per Statement of Financial Activities)	(99,885)	202,441
Adjustment for:		
Depreciation charges	26,167	25,631
(Losses) on investments	(100)	(422)
Dividends, interest and rents from investments	(141)	(162)
Losses on disposal of fixed assets	-	728
(Increase)/decrease in debtors	(27,031)	30,662
Increase in creditors	10,604	10,582
Defined benefit scheme finance cost adjustment	(6,302)	(1,427)
Balance carried forward	**(96,688)**	268,033

23. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022	**2021**
	£	£
Cash in hand	**363,276**	459,823

TIME AND TALENTS ASSOCIATION

England & Wales - Charity number 1084545

Accounts

Time & Talents

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021



Time & Talents
The Old Mortuary
St Marychurch Street
Rotherhithe
London
SE16 4JE

Registered charity number: 1084545

Company number: 4009766

TIME & TALENTS ASSOCIATION

(A company limited by guarantee)

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Time & Talents Association

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2021

The Trustees of the Charity, who are also the Directors of the Company for the purposes of the Companies Act 2006, present their annual report, as required by company law, together with the audited financial statements of Time & Talents Association for the year ended 31 March 2021. Reference and administrative information set out in the 'TRUSTEES' REPORT AND FINANCIAL STATEMENTS' forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

OBJECTIVES AND ACTIVITIES

a. POLICIES AND OBJECTIVES

The Charity's objects are restricted specifically, in each case, only for the public benefit of the inhabitants of the London Borough of Southwark and elsewhere and in particular:

- to relieve persons who are in a condition of financial hardship or who are otherwise in need by reason of their age, infirmity, disability or social or economic circumstances;
- to advance education; and
- to provide or assist in the provision of facilities for education, recreation and other leisure time occupation in the interests of social welfare and with the object of improving the conditions of the families for whom the facilities are provided.

b. STRATEGIES FOR ACHIEVING OBJECTIVES

2020-21 was the final year of our three-year strategy, 'Closing Gaps and Healing Divisions', which remained our focus, with the additional and unexpected demands created by the COVID-19 pandemic.



Our Mission

At Time & Talents our mission is to:

- Increase the happiness and wellbeing of our community
- Make sure no one has to feel lonely, isolated or excluded, especially those most in need
- Reduce divisions and create community cohesion
- Build a strong sense of place and shared experience through shared space
- Help people support each other, by sharing their time and talents
- Stimulate community activity to build a thriving, active neighbourhood



Our Strategy

We engage with as many people in our community as possible, through a wide variety of programmes and activities that provide fun, friendship and mutual support, and make our local area a happier, healthier place to live.

We make all this happen by offering:

- Groups of many different kinds for children, adults, and families, which foster meaningful and lasting social relationships
- Targeted individual support for people in need
- A huge range of fun activities and events to bring everyone together and reduce social divisions
- Space and practical support for community activities
- Volunteering and community development to boost and sustain local capacity

Our core beliefs drive everything we do, and we know that:

- 'Community' doesn't just happen: communities have to work hard to make sure that no one is excluded
- Connected people are happier, healthier people
- People thrive when they are able to help others, and to receive help in return
- Place matters: people need to feel genuinely involved in the place where they live
- Settlements are a powerful force for positive change, and the Settlement Movement is more relevant than ever
- Threads of shared culture, identity, history – and most of all, fun! – bring people together, and help to heal divisions







OUR WORK AND ACHIEVEMENTS IN 2020-21

The emergence of COVID-19 and the lockdowns of 2020-21 were a shock to all of us, causing a dramatic and unwelcome upheaval of the life that we knew. We could no longer physically be the bustling, joyful community hub that we have been for so long. However, in the face of enormous difficulties, we rapidly adapted to our changed situation, putting everything we had into serving our community when it needed us most.

Throughout the first year of the pandemic, we continued to work with some of the most vulnerable and isolated people in our community – in one of the most unequal and deprived areas in the UK.

Our elderly, disabled, mentally ill, and economically disadvantaged clients have experienced unprecedented need during this extremely difficult time. They have faced severe challenges, from being unable to get food (because of self-isolation or sudden loss of income), to having to endure intense loneliness, to seeing a withdrawal of support by NHS and public services due to their emergency reorientation toward COVID-19. We have worked tirelessly to support them and our wider community throughout the crisis.

Inevitably, our activity in the community since the start of the pandemic has been very different from before. In spring 2020, we reorganised at great speed and stepped up to become an emergency food hub. We continued to provide essential food relief for 11 months, whilst maintaining support for older people, children and families with outdoor groups, home activity packs, online sessions, and telephone support.

To adjust to the new situation, we also developed our digital offer: community groups previously run from our Old Mortuary centre became online-only, as did our volunteer training sessions and meet-ups. Meanwhile, we made extensive and regular use of telephone check-ins and befriending, to support isolated and vulnerable adults during periods of lockdown.

Our COVID-19 Emergency Relief Food Hub

Because the arrival of the pandemic meant that Time & Talents could no longer be a friendly place of welcome for our local community, we quickly made the decision to use our space for a very different, yet urgently needed purpose.

At the invitation of Southwark Council, and in partnership with FareShare and a wide network of community organisations, we took on a new temporary role, turning our Old Mortuary venue into a weekly emergency-relief food hub.

Sharply increased demand from local households in crisis was overwhelming existing foodbanks, and the Rotherhithe peninsula was in urgent need of an operation on the ground, so we took on the challenge and set up our food hub from scratch in two weeks.

For 11 months – from the beginning of May 2020 to the end of March 2021 – we stored and distributed food to local households, providing critical support through successive lockdowns. These households ranged from families who had seen their income disappear overnight, referred to us by local schools, to isolated and housebound older people already known to us.

Our staff adapted with impressive speed and huge energy to put this operation in place. Every week, with a group of dedicated local volunteers, they stored, sorted and delivered essential supplies across Rotherhithe and Bermondsey.

We were humbled by the response we received from funding bodies, individual donors and local charity partners. We collaborated with 18 other organisations, including local Mutual Aid groups, various newly formed neighbourhood groups, local charitable trusts, and national donors, who contributed to our food hub operation generously throughout the year.





We are very proud of the part that our food hub played in the unfolding COVID-19 crisis: it was an emergency response to an unprecedented situation, and the best way to support our community until we were able to reclaim the Old Mortuary as the meeting place it has always been. The food hub also extended our reach into the local community, and we continue to welcome families and older people we met during the crisis to our social contact groups and in-person activities.

Over the course of our emergency food hub operation we:

- **Stored, sorted and delivered 2,641 emergency food boxes**
- **Helped 540 people in 180 households**
- **Organised and worked with 40 volunteers every week**
- **Benefitted from 2,684 volunteer hours**

"T&T has been a lifesaver for me in every respect, from the food parcels to the phone calls. I cannot thank T&T enough for everything"

- Asma





"It's been a really, really hard week. Thank you for help with the food and for all your efforts for me! It's actually brought tears to my eyes that you care this much"

- Tony



Our wider COVID-19 response

In the first two weeks of the pandemic, we got in touch with 3,200 service users, immediately triaging 394 of the most vulnerable and putting urgent support packages in place. Like many front-line key workers in the UK, our staff worked many, many hours in excess of their usual working days, to support people in serious need.

After this initial period, we continued to work with extraordinary speed and urgency to develop new ways of delivering our services; moving to virtual and telephone services, and finding safe ways to maintain vital social contact with our most vulnerable service users. We knew how hard things were for our community and, as a team, we put huge energy, thought and care into keeping people going through the worst crisis many of us have seen in our lifetimes.

- **<u>90%</u> found support T&T has given during the COVID-19 period very useful**

"I think T&T has been amazing, I've had phone calls to check I'm doing ok. I've had offers to help me pick up medication. I even got a birthday card which was wonderful!! Just knowing T&T is there has been a lifeline. Thank you SO much!"

- Brenda

Volunteer response to the crisis

We were – and are – full of appreciation for the 170 new local volunteers who applied to help Time & Talents in the early weeks of the pandemic – more than we usually see in a whole year. We swiftly adapted our induction and training processes to make the best use of their energy and eagerness to help, and to ensure the effectiveness and safety of the support that they could provide.

We converted our volunteer befriending service from in-person to telephone-based for more than 115 of our befriendees, and stayed on top of a significant daily increase in new referrals.

For older people who were told to 'shield', especially those who already had significant mobility problems, we also continued to provide as much practical support as possible within the constraints of COVID rules.

Our volunteers helped these vulnerable members of our community through:

- Weekly shopping and home delivery of essential items
- Prescription collection
- Organising transport to urgent hospital and medical appointments

Holiday Hunger Clubs: providing kids with food and fun

A crucial area of our work during this period has been our extremely popular year-round school-holiday clubs for primary-aged children, which we have embedded into our core offer.

While our kids' clubs are about fun, creativity, making friends and learning, they are also a vital source of food for children whose families are living in poverty. The pandemic has unmasked food poverty amongst many more families in our local area: some we already worked with; others we made contact with through our emergency food hub.

We have given targeted support to disadvantaged children, and partnered with Rotherhithe Consolidated Charities to take referrals from other families they work with. Throughout each school holiday, we provided 30 children with healthy breakfasts for the week, and lunches every day of the club, as well as delivering a fun and stimulating range of arts, crafts and cultural activities.

With the extent of this problem both exacerbated and starkly illuminated by the pandemic, we are increasingly taking a whole-family approach, and ensuring that we provide enough food for the week for all the children in a household, not only those participating in our activities.





"Time & Talents have played a positive and fantastic role in the kids' life and mine. They provide fun and positive groups to make all feel supported and welcomed. Thank you."

- Sam



Ageing Well Southwark: support for seniors and their carers

We maintained and strengthened key partnerships, including our membership of COPSINS, the older people and carer providers consortium in Southwark. The consortium tendered successfully for a new multi-year contract to deliver services across the borough, and 'Ageing Well Southwark - support for seniors and carers' launched in June 2020.

Time & Talents are operating as one of six sub-hub 'One Front Door' service providers, with lead partner Age UK Lewisham & Southwark and the four other local COPSINS charities: Blackfriars Settlement, Link Age Southwark, Southwark Carers, and Southwark Pensioners Centre. Together we provide:

- A coordinated 'Front Door' for people to find services they need
- Opportunities for making friends and building community
- Information, advice and practical services to support independent living

For Time & Talents, this partnership means that, in addition to the social contact groups, volunteer befriending and neighbourhood care we provide, we are also able to offer a footcare toenail-cutting service and drop-in IT support.

Digital support in a time of social distancing

For various reasons, we know that some people cannot be supported digitally, or lack access to digital technology. We worked with social enterprise Hubbub to provide tech devices to 27 households, and found other ways to help those individuals and families who were still without digital access. Telephone-only work was a lifeline, though having to rely on it also drove home the richness of in-person working, especially with vulnerable adults. Home visits, in particular, pick up a wealth of information that is much harder to come by over the phone.

What we do - a vital community hub

1. Targeted services and activities for isolated and vulnerable older people

We exist to connect everyone in our community, but we focus particularly on those who are most vulnerable and most marginalised. Our targeted services are concentrated especially on the elderly and frail, those with disabilities, and people experiencing dementia or poor mental health.

For many years, Time & Talents has provided vitally important group activities, transport, befriending, and one-to-one support to older, lonely and isolated people, to reduce their isolation, improve their wellbeing, and ensure they remain active and connected citizens in their community.

These activities have expanded significantly in the last five years, and we now work with more older and vulnerable people than ever. Our services for older people and carers include regular weekly social and support groups, a wealth of keep-fit classes, a major befriending service, a chapter of the **Cycling Without Age** project, and several popular – and ever-growing – intergenerational projects.

Diverse services and activities for people with disabilities, sensory impairments, or mental health issues also form a central strand of our targeted work, although we continue to work to avoid the creation of 'silos'. Instead, we offer more mixed-ability, mixed-need groups, which are more effective and beneficial in multiple respects. Our wide range of services for people with disabilities and/or sensory impairments, or who are frail as a result of old age, is more popular, and more needed, than ever, particularly as we start to emerge from the pandemic.

We continued to see increased referrals and demand for our services for older people during the first year of the COVID-19 pandemic. Over the course of the year, we worked with **340 people aged over 55**, and **27 of these were over 90 years of age**. In addition to assessments for groups and care coordination, we provided one-to-one in-depth support to **a further 17 people**, including helping with housing matters, care home placements, care plan issues and reports to social workers, and visits to services users in hospital.

We offer older people and their carers a high level of support with practical issues – something we have done since long before the pandemic, and which we have continued throughout the crisis. We know that this support makes a huge difference to their quality of life, helping to secure their physical health and safety, as well as their confidence and peace of mind.

2. Our children and families programme

Time & Talents offers a busy, varied programme of fun, free and low-cost activities for children and their families. This makes it easier for us to connect with local families, while giving them opportunities to meet others in their community and build meaningful, mutually supportive relationships. This work enables us to make contact with even more people in our local area – with its fast-changing demographic and to cut through boundaries of class, background, and origin. Our children and families programme, like all of our work, seeks to break down barriers and foster new, strong connections throughout the whole community.

Our thriving partnerships with nine local primary schools and GP practices have continued to lead to referrals of disadvantaged children to our free after-school activities, which are designed around having fun, making friends, learning new skills and getting active. We adapted our BBC Children in Need work to continue to deliver groups during COVID-19 restrictions, and took a similarly proactive and creative approach to activities for under-5s. Over the year, we ran groups outdoors whenever possible and introduced the very popular **Forest School** programme, while expanding our **holiday hunger clubs**.

Children and their parents continue to tell us that, as a direct result of participating in our groups, they have experienced growing confidence, built social skills, improved communication skills, increased their physical activity and explored new things.

As with **75% of Southwark residents**, the majority of children we work with do not have any outdoor space at home. With COVID-19 lockdowns forcing families to stay inside for long periods, the opportunity to play and learn safely outside in our grounds (in all weathers!) has been valued more than ever.

- We supported **over 1000 children** through home activity packs during lockdowns, between school term times

- We provided **265 children** with face-to-face activities (including term-time activities since July 2020)





In parallel with our kids' groups, we provide **'Whole Family Support'** in a trusted and neutral environment. This support includes a whole range, for example, introducing parents to partners such as Big Local Works for benefits advice, helping a single parent find free or low-cost music lessons for their child, or supporting a single parent with childcare when they are starting employment. We don't give up on our kids and families. A parent might be suffering from depression, or experiencing financial hardship, or a child might be ill or recently bereaved – whatever the situation, we keep in touch and do all we can to provide the support that kids, parents and families need.

During our holiday clubs, we increasingly provide additional food for older siblings who are at home (being too old to attend our clubs), and for children who tell us that they have to share the meals we provide with their brothers and sisters. We frequently also make a snack for parents, when they arrive to collect their children without having eaten themselves.

"Most definitely met new people of all walks of life and made new friends."

- Daniela, Little Bugs Nature Club





3. Older adults

Our programme aimed at older men is an integral and flourishing area of our work. It comprises **Pub Club**, the **Rotherhithe Shed** and several walking groups. A diverse cohort of older men have consistently acted as volunteers over a long period of time, forging strong and meaningful links with their community in the process. They get particular enjoyment from offering their skills as former tradespeople - as well as deeply valuing the friendship and support that they offer one another. Our work with older men in our community is very much peer-driven, resulting in very well used, effective services that are tailored to what they want and need.

We deliver the **Rotherhithe Shed** with our neighbour **Bubble Theatre**, and this partnership continued to strengthen through the year as we collaborated on tackling the challenges brought by pandemic restrictions. Each 'Sheddist' has the opportunity to work on carpentry, repair and craft projects of their choice, on their own or in cooperation with other participants. One has even been whittling new soles for a favourite pair of shoes!

When lockdowns arrived and in-person sessions were no longer possible, we kept in touch with participants by phone and introduced a new weekly video session. We sent or delivered materials to Sheddists' homes, to enable full participation in the online sessions. These provided a regular, enjoyable point of contact, giving people a sense of continuity through all the disruption, and helping them to feel less isolated. The sessions proved very popular, and several new members were introduced through them. Since in-person sessions have resumed, the weekly video session has nevertheless continued, to allow members to participate even if they are self-isolating or not mobile enough to attend in person.



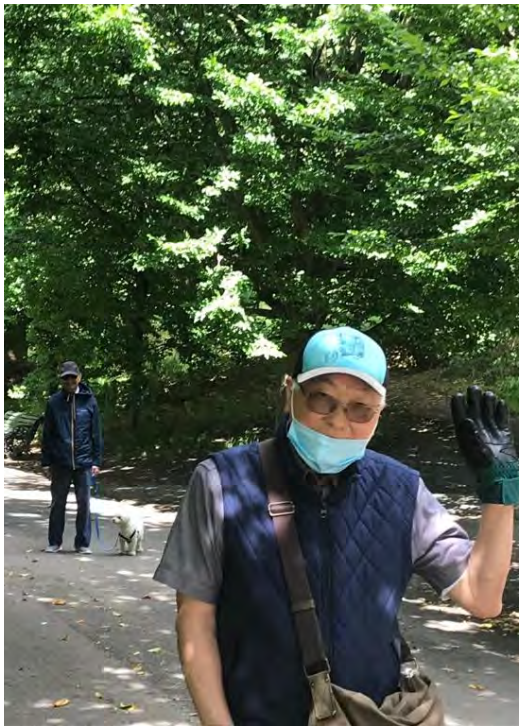


Pub Club continues to be very popular, with two sessions a week in local pubs. Members have a lot of fun together, bringing along card games, dominoes and the occasional quiz. The group also uses the time to discuss more serious and personal issues, such as health, staying safe, and the many benefits of regular exercise. The relaxed, welcoming atmosphere makes members feel comfortable and supported enough to share personal stories, which have been a powerful tool in reaching out to others and building deeper relationships. They support each other outside of **Pub Club**, visiting each other to socialise and offer help, including DIY and gardening for those who might need a bit of a hand, and welfare check-ins when people have been unwell.

Our older men's **Walking Groups** are an integral part of our offer and continue to grow. Two walks every week provide opportunities to explore the local area and further afield in London, taking in all sorts of interesting places, historical sites and events, whilst encouraging a greater sense of community and belonging. Fortunately, the walks were able to continue during several periods of pandemic restrictions, and they provided a much-needed opportunity for participants to get outdoors and socialise with others. Crucially, this regular exercise also helped walkers to retain mobility and supported their physical health. To meet increasing demand, we introduced a third weekly walk for both women and men, and this too is very popular.

"The pub club and the walking group make me feel part of something. I like meeting up for a chat and seeing the other members of the group. I look forward to it."

Steve, Pub Club









The **Green Team**, which continues to flourish, was also able to continue throughout most of the COVID-19 restrictions. Participants, who represent a wide range of abilities, ages and backgrounds, worked with great effort and skill throughout the year to care for our outdoor spaces, and to continue to develop the **'Secret Garden for All'**. The plant, seed and cuttings exchange continues to add value to the garden and has introduced various new species, as well as being an excellent opportunity to encourage new membership.

4. Volunteering and skills-sharing

We only achieve our aims by managing a team of wonderful volunteers, who offer their energy, time and talents on a consistent basis. Their input, as well as being crucial to the success of our programmes, enables us to build wider connections and social networks across the local community. In return, we offer volunteers wide-ranging, substantial opportunities for self-development.

In addition to our regular network of volunteers, we had **40 volunteers per week** helping to operate our COVID-19 emergency food hub. Every one of them put immense amounts of time, energy and care into making it work, so that the members of our community most acutely affected by the crisis could continue to put food on the table.

We have a large number of 'traditional' regular volunteers, relative to the size of our organisation, including: **befrienders** for older people and within our **Team-Up Take-Part** project; **Cycling Without Age** 'pilots'; people who give support in our many groups; people who prepare food; assistants in our office; to name a few. Rather than treating volunteering as a separate 'programme' of work, we recognise it as fundamental – integral to our work in all its forms.

Our two-year BBC Comic Relief-funded **Team-Up Take-Part** pilot project is becoming established as a key area of our work. Building on our expertise in running a long-term volunteer befriending programme, we introduced this innovative scheme with the aim of building social integration in divided communities through shared exercise and sport, while making use of local parks and open spaces. We pair isolated, inactive, and often anxious adults with local volunteer befrienders who can offer support, enthusiasm and encouragement as they try out a new activity or sport. We train our volunteers and carefully match them with local people, to have fun together playing tennis or football, doing workouts or going for walks in the park.

Following COVID-19 lockdowns, we initially placed more emphasis on the social element and getting outside, than on taking up a strenuous new sport. This was to help ease participants back into gentle physical activity and rebuild social connections. As many of them reported deteriorations in their mental and physical health in the isolated confinement of lockdown, the structure of **Team-Up Take-Part**, and the sociability provided by befrienders, were vital sources of motivation and support as they sought to regain fitness and confidence.

Team-Up Take-Part continues to prove popular, despite the challenges of operating it during the pandemic, and with more limited opportunities for face-to-face befriending pairs to get to know each other. During the year our partnership with Decathlon's local flagship store grew, and we were very grateful to them for giving our participants the chance to learn to play tennis with a coach on their rooftop courts.

> ***"Doing work, being productive, getting out of the house and helping the less fortunate has really opened my eyes and improved my mood."***
>
> *(T&T volunteer)*





5. General events, activities and support to build a more cohesive community

Our community engagement work encourages relationships between local people, and creates ways for people to meet their neighbours and feel connected to the place where they live and work. In an area undergoing sustained and dramatic change, there is a serious and pressing need to reduce division and promote community cohesion. 'Place-making', community development, and the fostering of grassroots initiatives continue to play crucially important roles, and have become major strengths of our organisation over the last four years.

In our work to build community cohesion, we focus on:

- **Fun, creative community events and parties**, which bring people of all ages and backgrounds together for music and dancing, games and activities, food and friendship. We look forward to resuming these when the pandemic eases.

- **Community gardening and engagement with nature** in our beautiful gardens and heritage building.

- **Building community capacity by offering high-quality space** at the Old Mortuary and our second 'T&T2' venue, plus support for community-led activities and groups - from a Local History Society, to chess, yoga, Pilates, and activity groups for children.

- **Informal leisure learning for adults and families.** Again, we look forward to expanding these opportunities as the situation allows. We were able to continue some of them – such as Mindfulness and ESOL – online during COVID-19 restrictions, and are gradually reintroducing in-person classes.

6. Intergenerational activities

In an area divided along age lines as well as by wealth, there is often a lack of trust between the newer, younger population, and the more established, older residents. To try to tackle these divisions and foster greater understanding, stronger connections and new friendships, we continue to design intergenerational projects in many areas of our community programme.

Whilst in-person activity indoors was restricted through the year, we were able to bring generations together for gardening, harvesting produce and making meals together outside in our gardens. In sessions leading up to the festive period, children in our **Forest Club** and **Crafty Beasts** groups made Christmas cards and decorations to be delivered to vulnerable and isolated older people. The present boxes also contained fridge magnets made by the kids, and plants potted by our **Green Team**.

"It's lovely of you to come out with me, these walks are keeping me sane!"

- Tom, Visually Impaired Group

"Being from a different country it has been hard to meet new people. The Stroke Club used to be the main social support in my life, and now I have the chess club - really grateful!"

- Dina



Board of Trustees

Over the course of the year, we further strengthened our Board of Trustees, who together bring a broad range of skillsets from the voluntary and commercial sectors. The majority of our trustees are also local residents. The Board meets quarterly, while an annual strategy day allows for a constructive review of our work and ensures a renewed consideration of our priorities.

We thanked Chair Stephen Whittle for his huge contribution to Time & Talents, when he stepped down from the Board in November. Existing trustee Angela Woodley was elected as our new Chair.

Staffing

Our review of our organisation strategy and performance continued as we also adapted to changes brought about by the COVID-19 pandemic. We refined our programme areas and management team according to the following groupings:

- **Children & Families, Volunteering and Community**
- **Older People** – now incorporating the older men's projects (Rotherhithe Shed, Green Team, Pub Club and the Walking Groups)

Annual survey: what our community thinks

To evaluate our impact in relation to our mission, we carried out our third in-house, community-based survey over the summer of 2020. Unfortunately, due to the COVID-19 pandemic, we were not able to ask service users to complete an evaluation form during attendance at their groups, so staff instead contacted people by phone. Whilst the sample size was, understandably, reduced this year, the survey again showed a very positive perception of our work, and of our response to the COVID-19 crisis.

As a result of taking part in our groups and activities, respondents reported increased confidence and told us that they enjoyed the many opportunities we offer for them to meet local people from other backgrounds. There was a widely held strong sense of belonging to a community, and increased feelings of connection: respondents said that they had built up social networks extending beyond our physical spaces. Our regular groups also had a positive impact on the emotional and/or physical health and wellbeing of the overwhelming majority of participants.

Percentages of survey respondents who agreed or strongly agreed with the following statements about our groups and activities:

- **96% said that attending our groups makes them feel part of a community**
- **91% said that they have made friends and built relationships**
- **92% felt supported and included**
- **82% met people they wouldn't normally meet, including people of different ages and backgrounds**
- **92% felt able to get actively involved with their local community**
- **99% said it improved their wellbeing, i.e. feeling happier, fitter, or more purposeful**
- **95% felt more positive about their local area**

ACHIEVEMENTS AND PERFORMANCE

Key Areas of Organisational Development

Time & Talents continues to modernise and improve its systems and infrastructure, to ensure efficiency, and to keep delivering to a high standard. Over the year, we have:

- Continued to implement our 'Closing Gaps and Healing Divisions' 2018-2021 business plan and strategy
- Responded to the recent intensification in the UK of the Black Lives Matter movement, by introducing an Equity, Diversity & Inclusion working group, made up of staff and trustees
- Retained the services of an HR and Employment Law specialist firm to ensure that we mitigate HR risks
- Retained an Employee Assistance service to provide emotional and health assistance for staff
- Introduced a Cycle to Work scheme
- Reviewed, refined and agreed all policy and procedure documents

Plans for the future

To build on the important work we have begun on 'Closing Gaps and Healing Divisions', we will be developing a new programme strategy for the coming years. For the immediate future, we have developed an interim 'Rotherhithe Recovery' plan to guide our work as we emerge from the current crisis.

This is a direct response to what local people have told us they need, and we will continue to adapt our work to meet the ongoing challenges and uncertainty created by the pandemic.

To reduce isolation and fight loneliness, we are:

- Adapting and resuming in-person groups and activities for older people;
- Providing space for people of all ages to talk about their experiences of the past year;
- Introducing all-ages volunteer befriending.

To create a safe space for women, we are:

- Developing new services and activities in response to what women tell us they want, and facilitating peer support;

- Introducing women-only sessions of Pub Club, the Shed, walking and exercise groups.

To support children's learning and development, we are:

- Further expanding our existing Children in Need-funded programme of free activity for primary children;

- Designing new activities for pre-school children;

- Expanding holiday hunger clubs through a whole-family approach.

To develop a new 'Outdoors' umbrella programme, we are:

- Growing our all-ages offer of groups and activities outside, such as walking groups, Cycling Without Age trishaw rides, our Team Up Take Part befriending project, and groups for primary and pre-school children, along with their families;

- Offering gardening activities for people to connect with nature by tending our flowerbeds, forge links with each other through collaborative projects, find peace in our Secret Garden, or volunteer in the new Marychurch Oasis community garden redesign;

- Introducing multigenerational outdoors activities to help people reconnect and rebuild trust.

To achieve successful intergenerational outreach, we are:

- Building on our strong track record with the 'Crafty Beasts' project, on the positive results of our external 'pop-up' Shed sessions, and on our ad hoc outreach activity;

- Taking Time & Talents to where people are, such as sheltered accommodation, care homes and almshouses, providing them with social contact, gardening, crafts, and more.

We will continue to focus on our key goal: breaking down barriers, perceived and actual, in a highly diverse and changing area and in an increasingly divisive political climate.

We will continue to ensure that inclusion gaps – between those who are doing well in terms of health, wellbeing, money, and status, and those who are struggling – are narrowed as far as possible, wherever possible.

Over the past year, we have taken time to pause and reflect on our heritage, and the thread running through **Time & Talents' 134 years of history**. While we are proud of numerous aspects of this history, we also know that we need, and want, to change, and we have begun the process of becoming a proudly, actively anti-racist organisation.

We are committed to ensuring that the people who attend Time & Talents – at both our venues – as well as our staff and volunteers, fully reflect the diversity of the community and the neighbourhoods we serve. We are also currently working to bring black and minoritised voices into the core of our programme design, in order to make our groups, events and services truly user-led. Our internal **Equity, Diversity and Inclusion** group of staff and trustees is working to learn, understand and ensure that our commitment is kept, so that it informs everything we do – now and in the future.

Concerning our reputation, and our place both in the sector and in Southwark, we are extremely proud of the consistently high quality of the services and activities that Time & Talents provides. We are also proud of our reputation for innovation, creativity, adaptability and impact. Our goal over the next few years is to continue to be known as an exemplar of what multipurpose community hubs can achieve.

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. CONSTITUTION

Time & Talents is a charitable company limited by guarantee, incorporated on 7 June 2000 and registered as a charity on 15 January 2001.

b. TIME & TALENTS BOARD OF TRUSTEES

The Trustees of the charity are known as Directors of the company, as Time & Talents is registered as a limited company and a charity. Trustees are appointed for a three-year term renewable up to nine years. New Trustees are recruited to the Board through soliciting expressions of interest through Time & Talents' supporter network, advertising on the website and through other media. Subject to having the necessary skills and experience, they can be elected to the Board by the Directors. Trustees go through a process of induction and are offered development opportunities. The Board meets four times a year as a whole group. There are also appropriate task and finish subcommittees when specific projects require the input of the directors. All trustees give their time voluntarily and receive no benefits from the charity.

c. ORGANISATIONAL STRUCTURE AND DECISION MAKING

The Board oversees the work of the Director, staff and volunteers, delegating operational running of the organisation to the Director who provides regular reports to them on progress against agreed targets to ensure the work is carried out according to the strategic plan.

d. RISK MANAGEMENT

Our Risk Management policy is designed to support the charity's objectives. Trustees believe it is appropriate to take risks with our charity's resources in line with our strategy. We will not, however, take any risks relating to the protection of our service users or volunteers. Full vetting procedures are followed for all staff and volunteers.

A similar policy is adopted in relation to fraud and corruption. Time & Talents has a set of policies and procedures which include data protection; fraud; health and safety; IT and data protection; lone working; safeguarding; whistleblowing and financial controls.

Strategic risks are managed by senior staff and Trustees and regularly discussed by the Board. An operational risk assessment is carried out by staff, recorded in the operational risk register and reported to the Board annually. The organisational risk register is regularly reviewed by Trustees. There is also a regular report and review of Safeguarding issues.

PUBLIC BENEFIT STATEMENT

The objects of the charity and the activities described above ensure that Time & Talents delivers public benefit by focusing on the needs of local individuals, communities and small organisations, in particular those in need, to provide services at low or no cost in line with the duty in Section 17 of the Charities Act 2011.

FINANCIAL REVIEW

Income

In the year to 31 March 2021, Time & Talents received income of £865,876 (2020: £509,235), an increase of £356,641. This was driven by an increase in income from charitable activities, in particular the temporary emergency relief COVID-19 food hub operated by the charity during eleven months of the year. The value of the donated food parcels in the year has a corresponding amount recognised within expenditure.

Expenditure

The annual expenditure (including non-cash cost of depreciation) was £663,593 (2020: £581,848). Staff costs at £387,741 (2020: £406,828) make up 58% of all expenditure and saw 5% decreases versus 2020. Expenditure has increased due to the temporary emergency relief Covid-19 food hub as mentioned above.

Net surplus/deficit

The surplus of £202,705 (2020: deficit of £73,153) is stated after the non-cash charge of depreciation on the historic building works and other assets of £25,631 (2020: £24,693), with a resultant cash surplus of £177,074 (2020: deficit £48,460).

INVESTMENT AND POLICY AND PERFORMANCE

The majority of the Charity's liquid assets are kept in bank accounts and cash deposits, to ensure they would be available to cover operating needs or emergencies. The charity may invest amounts that are not immediately required for the objectives in such investments as may be thought fit by the Board of Trustees subject to such conditions and such consents as may be imposed or required by law.

RESERVES POLICY

Each year, the Board of Trustees reviews the Reserves Policy. In 2020/21 there was no change to the policy of holding a minimum of three months' operating costs in unrestricted reserves, which cover any liabilities in the event of winding up. The Association's current level of unrestricted funds, totalling £405,461, complies with this policy.

The Association also holds restricted funds which are those with specific restrictions imposed by the donors and include both those received for specific projects of the Charity and funds raised for the Old Mortuary Renovation capital project. Restricted funds totalled £150,040 at the year end and do not form a part of the Association's free reserves.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity number:	1084545
Company number:	04009766
Registered Address:	The Old Mortuary St Marychurch Street London SE16 4JE
Trustees:	Angela Woodley - Chair Stephen Whittle – Chair - resigned 11 November 2020 Rebecca Bland – Treasurer Nigel Clemson - resigned 8 September 2021 Alisa Dolgova – appointed 8 September 2021 Mark Fisher – appointed 8 September 2021 Truly Johnston Timea Kadar – appointed 8 September 2021 Anne Koch Susan Lower – appointed 8 September 2021 Francis Williams Lorraine Zuleta
Executive Director	Sarah Gibb
Independent Auditors:	Azets Audit Services Chartered Accountants 2nd Floor, Regis House 45 King William Street London EC4R 9AN
Bankers:	Unity Trust Bank Four Brindley Place Birmingham B1 2JB CCLA Investment Limited COIF Charity Funds 80 Cheapside London EC2V 6DZ
Investment Managers:	M & G Investments (Charities) PO Box 9038 Chelmsford CM99 2XF Black Rock Merrill Lynch PO Box 9036 Chelmsford CM99 2XD

TRUSTEES' RESPONSIBILITIES STATEMENT

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

DISCLOSURE OF INFORMATION TO AUDITORS

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

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

This report was approved by the Trustees on the 10 November 2021 and signed on their behalf by:

A.L. Woodley
.....
Angela Woodley, Chair
Trustee

Rebecca Bland
.....
Rebecca Bland, Treasurer
Trustee

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF TIME & TALENTS ASSOCIATION

Opinion

We have audited the financial statements of Time & Talents Association (the 'charitable company') for the year ended 31 March 2021 which comprise Statement of Financial Activities, the Balance Sheet, the cashflow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees
As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;

- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

John Howard FCA (Senior Statutory Auditor)
For and on behalf of Azets Audit Services
Statutory Auditor
2nd Floor, Regis House
45 King William Street
London
EC4R 9AN

Date 03 / 12 / 21

TIME & TALENTS ASSOCIATION

STATEMENT OF FINANCIAL ACTIVITIES
(Including the Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
INCOME FROM:					
Donations and fundraising income	2	74,569	-	74,569	44,179
Charitable activities	3	227,181	559,534	786,715	464,541
Investments	4	162	-	162	515
Other Income	5	4,430	-	4,430	-
TOTAL INCOME		**306,342**	**559,534**	**865,876**	**509,235**
EXPENDITURE ON:					
Raising funds		7,865	-	7,865	7,599
Charitable activities:					
Depreciation		2,851	22,780	25,631	24,693
Governance		6,500	-	6,500	6,360
Other charitable activities		190,230	433,367	623,597	543,196
	6	**204,850**	**458,743**	**663,593**	**581,848**
Net gains/(losses) on investments	11	422	-	422	(540)
Net income/expenditure		**101,914**	**100,791**	**202,705**	**(73,153)**
Other recognised gains/(losses):					
Actuarial gains/(losses) on pension scheme	14	(264)	-	(264)	248
NET MOVEMENT IN FUNDS		**101,650**	**100,791**	**202,441**	**(72,905)**
RECONCILIATION OF FUNDS:					
Total funds brought forward	15	180,240	172,820	353,060	425,965
TOTAL FUNDS CARRIED FORWARD	15	**281,890**	**273,611**	**555,501**	**353,060**

All income and expenditure derive from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

The notes on pages 34 to 50 form part of these financial statements.

TIME & TALENTS ASSOCIATION

BALANCE SHEET
FOR THE YEAR ENDED 31 MARCH 2021

Company number: 04009766

	Notes	2021 £	2021 £	2020 £	2020 £
FIXED ASSETS					
Tangible assets	10		190,497		196,515
Investments	11		3,281		2,859
			193,778		199,374
CURRENT ASSETS					
Debtors	12	20,484		51,146	
Cash at bank and in hand		459,823		211,969	
		480,307		263,115	
CREDITORS: amounts falling due within one year	13	(110,871)		(100,289)	
NET CURRENT ASSETS			369,436		162,826
Defined benefit pension scheme	14		(7,713)		(9,140)
NET ASSETS			**555,501**		**353,060**
CHARITY FUNDS					
Restricted funds	16		273,611		172,820
Unrestricted funds	15		281,890		180,240
TOTAL FUNDS			**555,501**		**353,060**

These financial statements have been prepared in accordance with the special provision of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved and authorised for issue by the Trustees on the 10 November 2021 and signed on their behalf by:

A.L. Woodley

Angela Woodley, Chair
Trustee

Rebecca Bland

Rebecca Bland, Treasurer
Trustee

The notes on pages 34 to 50 form part of these financial statements.

TIME & TALENTS ASSOCIATION

STATEMENT OF CASH FLOW
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Net cash used in operating activities	**22**	268,033	(40,300)
		268,033	(40,300)
Cash flows from investing activities:			
Dividends, interest and rents from investments		162	515
Purchase of tangible fixed assets		(20,341)	(21,867)
Net cash provided by investing activities		**(20,179)**	**(21,352)**
Change in cash and cash equivalents in the year		247,854	(61,652)
Cash and cash equivalents brought forward		211,969	273,621
Cash and cash equivalents carried forward	**23**	**459,823**	**211,969**

The notes on pages 34 to 50 form part of these financial statements.

1. ACCOUNTING POLICIES

(a) General information and basis of preparation

Time & Talents Association is a company limited by guarantee in the United Kingdom. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company. The address of the registered office is given in the reference and administrative details on page 26 of these financial statements. The nature of the charity's operations and principal activities are set out on page 1.

The charitable company constitutes a public benefit entity as defined by FRS 102.

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 (FRS 102) issued on 16 July 2015 (as updated through Update Bulletin published on 2 February 2017), the Financial Reporting Standard applicable in the United Kingdom (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2017.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Going Concern

The Trustees have considered the organisation's performance, including the exceptional additional new funding attracted by the Covid response. They have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements and believe that no material uncertainties exist. The financial statements have therefore been prepared on a going concern basis

(c) Funds

Unrestricted funds - represent funds which can be used in accordance with the charitable objects at the discretion of the Trustees.

Designated funds – these are funds set aside by the Trustees out of unrestricted general funds for specific purposes or projects.

Restricted funds - represent funds which are to be used in accordance with specific restrictions imposed by donors or when the funds are raised by the charity for particular purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1. ACCOUNTING POLICIES (continued)

(d) Income

All income is included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

Donations and fundraising income are recognised in the financial statements when the Charity is convinced that there is entitlement to the income, there is certainty of receipt and the amount in question is measurable.

Income from charitable activities includes income from grants and donations. Grant income is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Investment income, which includes interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised. Refer to the Trustees' report for more information about the support provided by general volunteers to the Charity .

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the company which is the amount the company would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

(e) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.

1. ACCOUNTING POLICIES (continued)

(e) Expenditure (continued)

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Long Term Leasehold Property	20 years straight line
Motor Vehicles	20% reducing balance
Fixtures, Fittings and Equipment	20% - 33% reducing balance
Computer Equipment	20% - 33% reducing balance
Garden Office	20 years straight line
Solar Panels	20 years straight line

All assets costing more than £500 are capitalised.

(g) Fixed Asset Investments

Fixed Asset Investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment.

Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the Statement of financial activities incorporating income and expenditure account.

(h) Debtors

Trade debtors are recognised at the settlement amount after any trade discount offered. Other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

(i) Cash at bank and in hand

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

1. ACCOUNTING POLICIES (continued)

(j) Creditors and provisions

Creditors are recognised where the Trust has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Other creditors and accruals are recognised at their settlement amount due.

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

(k) Operating Leases

Rentals under operating leases are charged to the Statement of financial activities incorporating income and expenditure account on a straight-line basis over the lease term.

(l) Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(m) Employee benefits

The charity operates a defined contribution pension scheme for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in the accruals in the balance sheets. The assets of the plan are held separately from the charity in an independently administered fund.

Previously the pension provision was made through multiemployer defined benefit pension plans. Where it is not possible for the charity to obtain sufficient information to enable it to account for a plan as a defined benefit plan, it accounts for the plan as a defined contribution plan. Where the plan is in deficit and where the charity has agreed, with the plan, to participate in a deficit funding arrangement, the charity recognises a liability for this obligation. The amount recognised is the net present value of the contributions payable under the agreement that relate to the deficit. This amount is expensed in the Statement of Financial Activities. The unwinding of the discount is recognised as a finance cost. A liability for the agreed pension scheme deficit plan of the TPT Retirement Solution Scheme has been included based on an estimate of the remaining costs to complete the wind up of the scheme, in accordance with the Schedule of Contributions dated 31 March 2021.

1. ACCOUNTING POLICIES (continued)

(n) Critical Accounting Estimates and Areas of Judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

a) Judgements in applying the entity's accounting policies:

(i) Multi-employer defined benefit pension schemes
The charity participates in a multi-employer defined benefit pension scheme with other organisations. In the judgement of the trustees, the charity does not have sufficient information on the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets. Therefore, the schemes are accounted for as defined contribution schemes.

b) Critical accounting estimates and assumptions:

(i) Multi-employer defined benefit pension schemes
The charity has an obligation to pay a deficit funding arrangement in respect of a multi-employer defined benefit pension scheme. The present value of the obligation depends on a number of factors including the RPI rate and the discount rate on corporate bonds. Management have used the present value provided by the Scheme administrators in determining the new pension obligation in the balance sheet.

(ii) Useful economic lives and residual values of tangible assets
The annual depreciation charge of tangible assets is sensitive to changes in the estimated useful economic lives and the residual value of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on economic utilisation, physical condition and future investments of assets.

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Donations and fundraising income	**74,569**	-	**74,569**	44,179
Total 2020	44,179	-	44,179	

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
General purposes, core management and Premises	228,026	-	228,026	76,409
Space Hire	(845)	-	(845)	38,607
Cycling without age	-	5,850	5,850	3,752
Older people services	-	122,531	122,531	82,303
Gardening	-	10,596	10,596	35,384
Food hub	-	286,269	286,269	-
Children and family services	-	38,185	38,185	29,459
Outdoor Activities	-	22,745	22,745	10,000
Adult Groups	-	14,638	14,638	75,115
Befriending	-	46,926	46,926	30,124
Older Activities	-	11,794	11,794	10,000
Health and Wellbeing	-	-	-	73,388
	227,181	**559,534**	**786,715**	464,541
Total 2020	113,416	351,125	464,541	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

4. INVESTMENT INCOME

	Unrestricted funds 2021	Restricted funds 2021	Total funds 2021	Total funds 2020
	£	£	£	£
Investment income	103	-	103	237
Bank interest	59	-	59	278
	162	**-**	**162**	515
Total 2020	515	-	515	

5. OTHER INCOME

	Unrestricted funds 2021	Restricted funds 2021	Total funds 2021	Total funds 2020
	£	£	£	£
Job Retention Scheme	4,430	-	4,430	-
	4,430	**-**	**4,430**	-
Total 2020	-	-	-	

6. TOTAL RESOURCES EXPENDED

	Cost Of Generating	Core Management	Hire	Cycling Without Age	Older People	Gardening
	£	£	£	£	£	£
Marathon costs	7,865	-	-	-	-	-
Staff costs	-	81,404	-	4,367	70,297	12,733
Auditors remuneration	-	-	-	-	-	-
Depreciation	-	-	-	-	-	-
Other costs	-	70,644	-	100	1,583	1,788
Total	**7,865**	**152,048**	**-**	**4,467**	**71,880**	**14,521**

6. TOTAL RESOURCES EXPENDED (continued)

	Food Hub	Children & Family	Outdoor Activities	Adult Groups	Befriending	Older Activities
	£	£	£	£	£	£
Marathon costs	-	-	-	-	-	-
Staff costs	97,577	21,255	27,927	19,059	21,984	31,138
Auditors remuneration	-	-	-	-	-	-
Depreciation	-	-	-	-	-	-
Other costs	151,825	4,425	46	1,451	2,777	1,217
Total	**249,402**	**25,680**	**27,973**	**20,510**	**24,761**	**32,355**

	Governance Costs	Support Costs	2021 Total	2020 Total
	£	£	£	£
Marathon costs	-	-	7,865	7,599
Staff costs	-	-	387,741	406,828
Auditors remuneration	6,500	-	6,500	6,360
Depreciation	-	25,631	25,631	24,693
Other costs	-	-	235,856	136,368
Total	**6,500**	**25,631**	**663,593**	**581,848**

7. NET INCOME/(EXPENDITURE)

This is stated after charging:

	2021	2020
	£	£
Depreciation of tangible fixed assets:		
- owned by the charity	**25,631**	24,693
Auditors' remuneration (VAT inclusive)	**6,500**	6,360

8. AUDITORS' REMUNERATION

	2021	2020
	£	£
Auditors remuneration	**4,500**	4,260
Auditors remuneration – non-audit work	**2,280**	2,250
Over/(under) provision	**(280)**	(150)
	6,500	6,360

9. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES AND THE COST OF KEY MANAGEMENT PERSONNEL

Staff costs were as follows:

	2021	2020
	£	£
Salaries	345,615	366,823
Employers NI	28,408	26,527
Pension costs	13,718	13,478
	387,741	406,828

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

	2021	2020
	No.	No.
	18	18

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

During 2021, no Trustees were paid or received any other benefits from employment with the charitable company (2020: £nil). No Trustees were reimbursed for any expenses during the year (2020: £nil).

The key management of the charitable company comprise the Trustees and the Director. The Trustees do not receive any remuneration for this role. The total employee benefits of the key management personnel of the charitable company were £55,893 (2020: £74,741).

10. TANGIBLE FIXED ASSETS

	L/Term Leasehold Property £	Solar Panels £	Motor Vehicles £	Fixtures and fittings £	Computer equipment £	Total £
Cost						
At 1 April 2020	455,594	-	32,713	47,201	9,488	544,996
Addition	-	17,504	-	-	2,837	20,341
Disposals	-	-	-	(6,495)	(1,595)	(8,090)
Transfers	-	-	-	(3,773)	3,773	-
At 31 March 2021	**455,594**	**17,504**	**32,713**	**36,933**	**14,503**	**557,247**
Depreciation						
At 1 April 2020	282,774	-	32,713	27,405	5,589	348,481
Charge for the year	22,780	292	-	1,039	1,520	25,631
Disposals	-	-	-	(6,368)	(994)	(7,362)
Transfers	-	-	-	(3,738)	3,738	-
At 31 March 2021	**305,554**	**292**	**32,713**	**18,338**	**9,853**	**366,750**
Net book value						
At 31 March 2021	**150,040**	**17,212**	**-**	**18,595**	**4,650**	**190,497**
At 31 March 2020	172,820	-	-	19,796	3,899	196,515

11. FIXED ASSET INVESTMENTS

	Listed securities £
Market value	
At 1 April 2020	2,859
Revaluations	422
At 31 March 2021	3,281

Investments at market value comprise:

	2021 £	2020 £
Listed investments	**3,281**	2,859

All the fixed asset investments are held in the UK.

12. DEBTORS

	2021	2020
	£	£
Trade debtors	1,264	12,122
Other debtors	227	2,755
Prepayments and accrued income	18,993	36,269
	20,484	51,146

13. CREDITORS: Amounts falling due within one year

	2021	2020
	£	£
Trade creditors	7,454	12,226
Other taxation and social security	7,043	7,913
Other creditors	7,028	6,281
Accruals and deferred income	89,346	73,869
	110,871	100,289

Deferred income

Deferred income at 1 April 2020	60,878
Resources deferred during the year	(56,687)
Amounts released from previous years	60,366
Deferred income at 31 March 2021	**64,557**

Deferred income relates to income received during the year for activities taking place in 2021/2022.

14. PROVISION FOR LIABILITIES

	2021	2020
	£	£
Multi-employer scheme liability	**7,713**	9,140

The movement in the liability during the year was as follows:

	2021	2020
	£	£
Balance at 1 April	9,140	11,088
Unwinding of the discount factor (interest expenses)	205	140
Deficit contribution	(1,896)	(1,840)
Remeasurement – impact of any change in assumptions	-	-
Remeasurement – amendments to the contribution schedule	264	(248)
	7,713	**9,140**

The Charity participates in the scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit Contributions

From 1 April 2021 to 31 January 2025:	£11,243,000 per annum	(payable monthly and increasing by 3% each on 1st April)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

14. **PROVISION FOR LIABILITIES - continued**

Deficit Contributions

From 1 April 2016 to 30 September 2025:	£12,945,440 per annum	(payable monthly and increasing by 3% each on 1st April)
From 1 April 2016 to 30 September 2028:	£54,560 per annum	(payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Assumptions	2021 % per annum	2020 % per annum	2019 % per annum
Rate of discount	0.66	2.53	1.39

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

15. STATEMENT OF FUNDS

	Balance at 1 April 2020	Income	Expenditure	Gains/ (losses)	Balance at 31 March 2021
	£	£	£	£	£
Unrestricted funds					
General funds	180,240	306,342	(204,850)	158	281,890
Restricted funds					
Restricted funds for charitable activities	172,820	559,534	(458,743)	-	273,611
	353,060	**865,876**	**(663,593)**	**158**	**555,501**

15A STATEMENT OF FUNDS – PRIOR YEAR

	Balance at 1 April 2019	Income	Expenditure	Gains/ (losses)	Balance at 31 March 2020
	£	£	£	£	£
Unrestricted funds					
General funds	226,524	111,938	(157,930)	(292)	180,240
Restricted funds					
Restricted funds for charitable activities	199,441	397,297	(423,918)	-	172,820
	425,965	**509,235**	**(581,848)**	**(292)**	**353,060**

16. RESTRICTED FUNDS BREAKDOWN

	Balance at 1 April 2020	Income	Expenditure	Balance at 31 March 2021
	£	£	£	£
Old Mortuary Renovation	172,820	-	(22,780)	150,040
Cycling without age	-	5,850	(4,467)	1,383
Older people services	-	122,531	(71,880)	50,651
Gardening	-	10,596	(10,596)	-
Food hub	-	286,269	(249,402)	36,867
Children and family services	-	38,185	(25,680)	12,505
Outdoor Activities	-	22,745	(22,745)	-
Adult Groups	-	14,638	(14,638)	-
Befriending	-	46,926	(24,761)	22,165
Older Activities	-	11,794	(11,794)	-
Balance carried forward	**172,820**	**559,534**	**(458,743)**	**273,611**

Old Mortuary Renovation
This relates to funds raised for the Old Mortuary Renovation Capital project to which the annual depreciation is allocated.

Cycling without age
This relates to funds raised for volunteers providing trishaw rides for older people.

Older people services
This relates to funds raised for targeted services and activities for isolated and vulnerable older people.

Gardening
This relates to funds raised for Green Team and Rotherhithe Shed projects.

Food hub
This relates to funds raised for the Weekly Covid-19 emergency food delivery to households in crisis.

During the year Southwark Council supplied on average 264 food boxes a month, for 11 months during the period May 2020 – March 2021. The value placed on the food boxes was £40 per box. The income and corresponding expenditure has been recognised within the restricted food hub charitable activity.

Children and family services
This relates to funds raised for programmes of free activities for children and whole family support.

Outdoor Activities
This relates to funds raised for volunteer befriending through sport and activity for all age adults.

Adult Groups
This relates to funds raised for a community offer of creative, learning and wellbeing classes.

16. RESTRICTED FUNDS BREAKDOWN – continued

Befriending
This relates to funds raised for volunteer befriending service for frail or vulnerable older people.

Older Activities
This relates to funds raised for targeted projects such as Pub Club for older men and walking groups.

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS – CURRENT YEAR

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	40,457	150,040	190,497
Fixed asset investments	3,281	-	3,281
Current assets	354,140	126,167	480,307
Creditors due within one year	(110,871)	-	(110,871)
Provisions for liabilities	(7,713)	-	(7,713)
	279,294	**276,207**	**555,501**

17A. ANALYSIS OF NET ASSETS BETWEEN FUNDS – PRIOR YEAR

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	23,695	172,820	196,515
Fixed asset investments	2,859	-	2,859
Current assets	263,115	-	263,115
Creditors due within one year	(100,289)	-	(100,289)
Provisions for liabilities	(9,140)	-	(9,140)
	180,240	172,820	353,060

18. PENSION COMMITMENTS
The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £13,718 (2020: £13,478).

19. OPERATING LEASE COMMITMENTS

At 31 March 2021 the total of the Charity's future minimum lease payments under non-cancellable operating leases was:

	2021	Land and buildings 2020
	£	£
Amounts payable		
Within one year	11,250	11,250
Between one and five years	45,000	45,000
After more than 5 years	25,151	36,432

20. RELATED PARTY TRANSACTION

There were no related party transactions noted during the year ending 31 March 2021 nor in the year ending 31 March 2020.

21. CONTROLLING PARTY

There was no controlling party in the year under review.

22. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
Net expenditure for the year (as per Statement of Financial Activities)	202,441	(72,905)
Adjustment for:		
Depreciation charges	25,631	24,693
(Losses)/gains on investments	(422)	540
Dividends, interest and rents from investments	(162)	(515)
Losses on disposal of fixed assets	728	-
Decrease/(increase) in debtors	30,662	(9,826)
Increase in creditors	10,582	19,661
Defined benefit scheme finance cost adjustment	(1,427)	(1,948)
Balance carried forward	**268,033**	(40,300)

23. ANALYSIS OF CASH AND CASH EQUIVALENT

	2021	2020
	£	£
Cash in hand	**459,823**	211,969