

FAIR SHARES GLOUCESTERSHIRE

England & Wales · Charity number 1110418

Details

Other names	FAIR SHARES
Status	Registered
Legal form	Charitable company
Company number	04938680
Registered	2005-07-12
Register	View on the Charity Commission register

Contact

Address	Chequers Community centre Painswick Road Gloucester GL4 6PR
Phone	01452415900
Email	time@fairshares.org.uk
Website	www.fairshares.org.uk

Activities

Objects: (I) THE RELIEF OF POVERTY, SICKNESS AND DISTRESS FOR THE PARTICULAR BUT NOT EXCLUSIVE BENEFIT OF THE COMMUNITY OF GLOUCESTERSHIRE;(II) THE ADVANCEMENT OF EDUCATION AND TRAINING OF THE COMMUNITY BY MEANS OF ENCOURAGING AND PROMOTING THE PRACTICE OF 'FAIR SHARES' WITHIN THE UNITED KINGDOM, PARTICULARLY FOR THOSE PERSONS WHO ARE DISADVANTAGED AND VULNERABLE, SUCH AS YOUNG PERSONS, THE AGED AND THE UNEMPLOYED, AND WHO ARE IN NEED OF SUCH COMMUNITY INITIATIVES AND SUPPORT..

Activities: We run two community based time banks which meet everyday needs through sharing time, skills and opportunities. Participants help out in their local community, using their skills to provide services for others. Every hour participating earns one credit that can be used to access support from other participants. We also run timebanking and Peer maths mentoring in prisons.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Other Charitable Activities
- **What:** The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- **Area of benefit:** THE UNITED KINGDOM IN PARTICULAR GLOUCESTERSHIRE.
- Gloucestershire
- South Gloucestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£249,943	£249,806	-	-
2024-03-31	£241,910	£216,260	-	-
2023-03-31	£249,908	£230,211	-	-
2022-03-31	£230,790	£223,514	-	-
2021-03-31	£246,221	£210,533	-	-

Trustees

Name	Role	Appointed
JULIE CIGMAN	Chair	2017-02-01
Alison Cathles		2016-02-01
James Robert Lewis		2020-11-23
Maureen Zara Smith		2021-03-22
Patricia Rose Gifford		2017-11-29
Professor Catherine Ann Steele		2025-05-19
Robert Ian Palmer		2024-11-25

Accounts

Charity registration number 1110418 (England and Wales)

Company registration number 04938680

FAIR SHARES GLOUCESTERSHIRE
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

FAIR SHARES GLOUCESTERSHIRE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	A Cathles J Cigman P Gifford J Lewis M Smith R Palmer C Steele	(Appointed 25 November 2024) (Appointed 19 May 2025)
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Charity number (England and Wales)	1110418
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Company number	04938680
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Principal address	Chequers Bridge Centre Painswick Road Gloucester GL4 6PR
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Registered office	Chequers Bridge Centre Painswick Road Gloucester GL4 6PR
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Independent examiner	Griffiths Marshall 4th Floor Llanthony Warehouse The Docks Gloucester GL1 2EH
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Bankers	Unity Trust Bank Plc Four Brindley Place Birmingham B1 2JB
	Co-operative Bank Plc P.O Box 250 Skelmersdale WN8 6WT
	The Charity Bank Limited Fosse House 182 High Street Tonbridge TN9 1BE

FAIR SHARES GLOUCESTERSHIRE

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FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their report and accounts of the charity for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies detailed in note 1 and comply with the charity's governing document, the Companies Act 2006, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and activities

Fair Shares is a Time Banking charity and community organisation based in Gloucestershire. Our objectives, as outlined in our governing document from 1998, are:

- *To relieve poverty, sickness, and distress, primarily but not exclusively for the benefit of the Gloucestershire community.*
- *To advance education and training within the community, particularly for disadvantaged and vulnerable individuals, including young people, older people, and the unemployed.*

What is Time Banking?

Time Banking is a system of two-way community participation that values the time people give and receive, and the contribution they make to others in practical or emotional ways. We support people to help each other, share experiences, and make friends. We encourage everyone to work together to build supportive, sustainable, and resilient communities.

"Knowing Fair Shares is here, being able to come here and knowing someone is there to ask for help when I need it is a godsend."

"Time Banking is helping myself through helping others."

Our Vision

We believe everyone has something to offer. By giving and receiving time, we build inclusive, supportive communities where people feel connected, valued, and empowered to learn, share, and grow together.

Our Mission

Fair Shares brings people together through the exchange of time, skills, and kindness. Our time banks value everyone's ability to contribute, connecting individuals to share knowledge, build friendships, support one another, and transform lives.

FAIR SHARES GLOUCESTERSHIRE

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

Our Values

Our approach follows the principles of Time Banking through a Co-Production framework, focusing on four core values:

- **People are Assets** – We help people recognise that they are the strengths of their community.
- **Redefining Work** – We redefine how people are valued by recognising their contributions to the community.
- **Reciprocity** – We encourage giving and receiving support.
- **Social Capital** – Together, we build strong, meaningful support networks across communities.

"It means community. If you can, spend time, enjoy, engage and help people. It is many things and to me it is home."

Who We Are

Established in 1998, Fair Shares was the first Time Bank in the UK. We collaborate with individuals, organisations, and partners to promote positive, enduring relationships. Our committed, knowledgeable staff, participants, and Trustees have developed and nurtured the organisation over the past 25 years.

2024/2025 Highlights

- Delivered **34,580** hours of Time Banking activities across Gloucester and Stroud.
- Engaged **1,594** people over the year.
- 307 core weekly participants – an increase of 6.9% from last year.
- Provided 1,012 sessions at our allotment.
- 100% of those asked reported an increase in skills, 100% made friends, and 100% felt an increased sense of belonging.
- Welcomed 133 people to our Christmas party.
- Facilitated 102 sessions in Stroud, including Gentle Walks, Memory Box sessions and Coffee mornings.

Core Activities in 2024/2025

1:1 Time Banking Exchanges: Participants contribute time to their community and ask for help when they need it. Activities exchanged include researching family trees, constructing a bird cage, shopping, basic car maintenance, decorating, gardening, and more — all organised by our Time Brokers.

"Best thing about Fair Shares is the sense of community - It's like a cushion you can fall back

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2025

Lunch Club: A weekly social gathering with a hot lunch, open to everyone. It is held weekly at the Friendship Café, and occasionally at our allotment during the summer. Attendees include a diverse range of local people, aged 3 months to 90 years — including young people with moderate to severe disabilities from Gloucester College, older people facing isolation, asylum seekers staying in local hotels, and single parents. It's a space for community connection, welcoming people from all walks of life. Attendance continues to grow — this year we've been catering for around 40 people per week. Participants are involved in all aspects of lunch, from laying the table, bringing produce from the allotment, cooking and serving food, clearing away and washing up.

"One of the Fair Shares Lunch Club participants, a disabled student from Glos Col previously ate alone. He has begun to eat during the lunch sessions, marking a significant milestone in his social engagement. This change highlights the importance of the Lunch Club as more than just a mealtime—it's a space for building social confidence, creating lasting relationships, and engaging in the community beyond the classroom. The students have developed valuable communication skills and gained independence in a supportive environment, enabling them to integrate more fully into their local community."

Art Group: Meeting weekly at the Friendship Café, this group engages in creative projects, offering a supportive and therapeutic environment for all. It has naturally evolved into a space where participants support each other through creative expression and is well attended by many experiencing mental health challenges. This year, the group has done a bit of everything — from making key rings and embroidery to bunting for our community events. We've ended the year discussing ambitions for larger, more outward-facing projects, and have designed and developed a mosaic to decorate the new entryway of our allotment, based on a wildlife scene.

Woodwork Group: Our fully equipped workshop offers community members the chance to learn woodworking skills. People attend to create items for personal use and community projects — building confidence, developing and sharing skills, and contributing to the wider community. This year's projects included working with various youth groups through alternative education providers like Peak and Bridge Training, supporting young people to learn and apply new skills in the community. Highlights include benches for Parry Park, a shed for APT and our Stroud community allotment, and many more.

"Through the woodworking sessions, students at Harbour House worked on building benches for a local community space. This project helped them establish a connection with the neighbourhood, contributing tangible results that directly impacted the space. For many students, this was their first experience working in a real-world community project, and the relationships they built with staff and community members continue to have a lasting impact. The confidence gained from contributing to such a project has encouraged them to seek out similar opportunities in the future, making them feel more integrated into their local community."

Allotment Group: Our community space at the City Farm blends food growing with social interaction, offering hands-on, educational, social, and therapeutic experiences. This year, we worked closely with local participants to make the space more accessible — moving the entrance to the street side, creating a sloping pathway, improving the pipework, and installing accessible handwashing sinks. It's been a vibrant year, with seasonal public events like pumpkin carving and *Alice in Wonderland*-themed Easter crafts, weekend cooking sessions with young people, and a productive growing season involving local schools, community groups, and the wider public.

"Rachel has created such a positive and welcoming space at the allotment that I know I can attend, meet others, and be sociable."

Gentle Walks: Supported by participants, we organise accessible group walks, designed for people with physical or mental health needs and their carers. Suitable for walking aids and wheelchairs, these walks take place fortnightly in Stroud, monthly in Stonehouse, and quarterly in Nailsworth. Aimed at those with mobility issues, memory loss, or long-term conditions, they offer social connection and practical advice for people feeling isolated or vulnerable. We also took part in the Stonehouse Walking Festival this year.

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2025

Chance to Chat and Memory Boxes: Our Chance to Chat Postcards and Memory Boxes help sustain relationships between carers and those they support — especially people living with dementia. Linked with the Gloucestershire NHS Dementia Team and local Memory Cafés, the boxes contain nostalgic items that spark conversation and connection. We strive to ensure the contents reflect the diversity of UK society. This year, they've been relaunched in Stroud's new library and are available in Stonehouse library and at the Museum in the Park.

Greening Barton Street: We work with the community to maintain planters and green spaces in the Barton and Tredworth area. This informal group meets weekly during spring, summer, and autumn to encourage gardening, social interaction, and community ownership of public spaces.

"My little boy goes to look at the flowers every day on his way to nursery. He loves them."

Youth Time Banking: Our Youth Time Bank engages young people in Time Banking through individual and group activities — mainly in Gloucester, with outreach in Stroud. We work with community groups and educational providers to support young people in becoming active participants in their communities. This year, we've worked closely with three Gloucestershire Alternative Education providers whose students have attended weekly across the academic year. We've also partnered with GlosCol, working with disabled students to facilitate local community activities.

Group Trips: We organise monthly trips open to all Fair Shares participants. These outings help people explore new places, overcome transport or financial barriers, and enjoy shared experiences. This year, we've visited the Forest of Dean, Kempley (to see the daffodils), Cardiff Castle, Birmingham Botanical Gardens, Tower of London, Barry Island, Weston-Super-Mare, St Fagans, Batsford Arboretum, and the Birmingham Christmas Market.

Partnership Working in 2024–25

Using our deep knowledge of the local community, our work in Gloucester and Stroud has been significantly enriched through partnerships with local charities, community organisations, statutory services, private businesses, and residents. These collaborations have enabled us to reach more people and create meaningful, lasting impact. Some of our key partnerships include:

- **All Pulling Together (APT):** Together with APT, we've supported isolated and older adults in Stonehouse through monthly Gentle Walks, library coffee mornings, and group trips. We also brought young people from Peak Academy to build a shed in their community allotment.
- **Barnwood Trust:** As one of Barnwood Trust's recognised referral organisations, we supported 18 individuals this year in accessing grants, £27,139.10 in total, helping them improve quality of life and independence.
- **Building Connections:** In partnership with Active Impact, Young Gloucestershire, FVAF, Forest Pulse, and Creative Sustainability, we've taken a joined-up approach to creating opportunities for young people with disabilities to build stronger links within the local community. We've also worked with Gloucester College, Harbour House, Peak Academy, Bridge Training, the Community Allotment, our Fair Shares Lunch Club, and through 1:1 Time Banking exchanges to create inclusive, skill-building opportunities. These ranged from woodworking and gardening to creative workshops, physical activities, and shared meals. Across hundreds of sessions with a wide mix of participants, this project promoted independence, confidence, and social connection — strengthening both individual growth and community ties.
- **Dementia Action Alliance:** We attend meetings in Gloucester and Stroud. The alliance's aim is to make the County a good place for people living with Dementia and those who support them.
- **Friendship Café:** We continue our strong collaboration with the Friendship Café, working together on community events, shared resources, and regular activities.

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2025

- **Gloucester College:** Our relationship with Gloucester College has deepened over the year. We've worked with staff and students — especially disabled students and students with learning differences— on creative projects, Lunch Club activities, woodworking sessions to build planters, and allotment work. We also partnered with artists at Jolt to support students in artistic expression.
- **Gloucester Gateway Trust (GGT):** This close, ongoing relationship spans food distribution, community development (*Bridging the Gap*), product development for The Services, transport provision (including use of our minibus and driver), and shared activities like beekeeping and woodworking.
- **Gloucestershire Wildlife Trust:** Our initial collaboration on *Greening Barton Street* has grown into long-term community stewardship of six public planters. We continue to work together on local growing and rewilding initiatives.
- **Healthy Communities Together:** We are part of this group of people from across Health, Local Government and the VCS sector coming together around a shared belief in the need for a different way to tackle fairer health.
- **Hobbs House Bakery, Gloucester Services, and GGT:** Thanks to our partnership, we receive weekly bread donations that are shared with 10–20 families and 3–4 community food groups each week.
- **Jolt:** In partnership with Jolt, we've run creative activities including youth art projects (with Gloucester College), art group visits, and coffee mornings for young asylum seekers.
- **Museum in the Park:** We've collaborated to offer community activities and host our most popular Gentle Walks. The museum also houses several of our Memory Boxes, available for local people to borrow.
- **Nailsworth Alzheimer's Café:** After 20+ years of volunteer-led operation, the café faced closure when its lead organiser retired. Our Stroud Time Broker stepped in to coordinate activities, speakers and participants, to ensure continuity. Thanks to this support, the café still meets monthly, welcoming 40–50 people living with dementia and their carers. It remains the district's most popular memory café and a vital source of peer support.
- **Nelson Trust:** We partnered on a community garden in Conduit Street. In return, Nelson Trust supported our participants in clearing their own gardens and delivered creative allotment activities, including willow heart-making and bird feeder construction.
- **Nourishing Gloucester Project:** In collaboration with Gloucester Gateway Trust (GGT) and Gloucester City Council, we distributed food vouchers totalling £4,220 to local families and individuals in need.
- **The Hotspots Network:** This network brings together voluntary and community groups across Gloucestershire — including Fair Shares, GL11, GGT, The Grace Network, The Venture, and the Gloucester Community Building Collective — to share ideas, strengthen partnerships, and create more sustainable, thriving communities.
- **The Venture:** As a delivery partner, we collaborated on the *Million Hours* programme, supported food distribution through their *Home Cooking Kits*, and partnered on several shared community projects.

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2025

Acknowledgements

We extend our heartfelt thanks to the many organisations who have worked alongside and supported us throughout the year, including:

- Active Impact
- All Pulling Together (APT), Stonehouse
- Alzheimer's Society Advisors
- Barnwood Trust
- Community Dementia Nurses
- Cotswold Boatmobility
- Creative Sustainability
- Extra Care Charitable Trust
- FVAF
- Gloucester City Council
- Gloucester Services
- Gloucestershire County Council
- Gloucestershire Dementia Action Alliance
- Gloucestershire Gateway Trust
- Gloucestershire Library Services (Stroud & Stonehouse)
- Gloucestershire Mental Health Team
- Gloucestershire Wildlife Trust
- Hobbs House Bakery
- Housing 21
- Jolt
- Longfield Community Hospice
- Mindsong
- Mudwalls Farms Ltd
- Museum in the Park
- Nailsworth Alzheimer's Café
- Nailsworth Dementia Action Alliance
- Nelson Trust
- NHS Dementia Training and Education Team
- Singing for the Brain
- Slimbridge Legion Social Club
- Stonehouse Fig Tree Memory Group
- Stroud District Council
- Stroud Town Council
- Supporters of the Stroud Dementia Action Alliance launch
- The Appleby Centre
- The Friendship Café
- The Venture Community Hub
- Top of Town (ToTs) Community Group
- Top of Town Tots & Community Hub
- Whitehill and Ruscombe Community Hub
- Wynn's Café, Stonehouse
- Young Gloucestershire

We are especially grateful to our creative, supportive, and dedicated participants who contribute so much to our community. Without these people, Fair Shares wouldn't exist.

"It means community. If you can, spend time, enjoy, engage and help people. It is many things and to me its home."

Equality and Diversity

At Fair Shares, we are committed to fostering an inclusive environment where everyone — of every background, heritage, religion, age, gender, disability, and life experience — is welcomed and valued. We believe that diversity enriches our community and enhances the effectiveness of our work.

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2025

Our Commitment to Diversity

- **Inclusive Environment:** We welcome a diverse group of participants, staff and trustees, comprising individuals from various ethnicities, religions, and backgrounds, including those with disabilities and lived experience of mental health issues. We strive to ensure that everyone feels respected, supported, and empowered to contribute fully to our mission — and that everyone respects and supports others.
- **Community Engagement:** We actively engage with a wide range of individuals and groups, including older adults (60+), children and young people (ages 3–25), people with physical and mental health conditions, individuals with learning difficulties, refugees, and those with experiences in the criminal justice system. Our goal is to break down barriers and ensure that our community is accessible to all.
- **Respect for Individuality:** We recognise the importance of respecting each person's unique identity. While we do not always collect data on heritage or background to avoid creating barriers, we remain committed to understanding and responding to the diverse needs of our community.

Ongoing Efforts and Recognition

- **Continuous Improvement:** We acknowledge that there is always more work to do in reaching and supporting our diverse communities. We are continuously striving to evaluate and adapt our practices to be more inclusive — as a charity and as an employer — recognising the improvements we need to make in accessibility and outreach.
- **Inclusive Employer:** Fair Shares has been recognised as an Inclusive Employer by Inclusive Gloucestershire, reflecting our dedication to equality and diversity in all aspects of our work.

Sustainability

At Fair Shares, we recognise the climate crisis and the damage done to the natural world; sustainable development is central to our mission. We believe in a holistic approach that balances environmental stewardship with social and economic development. Our commitment to sustainability not only reflects our responsibility to the environment but also enhances the resilience and impact of our work within the community. We strive to reduce our ecological footprint while ensuring the safe and efficient delivery of our activities.

Our sustainability efforts include:

- **Sharing Time and Skills:** We foster a community of sharing, where knowledge, skills, and time are exchanged to support sustainable practices and empower individuals.
- **Repurposing Materials:** We prioritise the redistribution of food and the reuse of wood and other materials, reducing waste and promoting a circular economy within our projects.
- **Utilising Second-Hand Resources:** We actively seek out second-hand and reclaimed resources — including sheds, paving materials, and plants — to minimise our environmental impact.
- **Promoting Organic Practices:** We grow plants organically, avoiding the use of herbicides and pesticides, to support biodiversity and protect our environment.
- **Composting:** We compost organic waste, turning it into valuable soil enhancers that support our gardening and farming initiatives.
- **Sustainable Transport:** We encourage walking, cycling, and the use of public transport wherever practical, reducing our carbon footprint and promoting healthier lifestyles.
- **Advocating Environmental Awareness:** We actively encourage and support our community members to adopt environmentally mindful practices, extending the impact of our sustainability efforts beyond our organisation.

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2025

We are committed to continuously improving our sustainability practices, setting realistic goals, and being transparent about our progress. By working together, we can create a more sustainable future for our community and the planet.

Financial review

All restricted funds, provided by trusts and local authorities for specific projects, are spent in accordance with the conditions of the funding, unless otherwise agreed with the grant provider.

Total income for the year was **£249,943**, up from **£241,910** in the 2023–2024 financial year -- an increase of **£8,033**. As in previous years, the majority of our income was derived from restricted funding.

Total expenditure for the year was **£249,806**, up from **£216,260** in the 2023–2024 financial year - an increase of **£33,546**.

At the end of the year, our unrestricted reserves stood at **£101,971**, equivalent to between four to six months of operating expenditure.

Reserves Policy

Fair Shares adopts a systematic approach to policy review, led by trustees, to ensure all policies remain current and relevant.

As a small charity heavily reliant on grant income, it is essential to maintain reserves to manage unforeseen emergencies, provide short-term funds to overcome budget deficits, manage liabilities in the event of organisational closure, and deliver planned commitments.

In developing the Reserves Policy, trustees consider the level of risk and the likelihood of such risks occurring, balanced against the organisation's capacity to hold sufficient unrestricted reserves. The availability of accessible restricted funds is also considered when assessing the level of unrestricted reserves required.

Reserves requirements are reviewed by the Main Board of Trustees at least every six months, and more frequently by the Finance Committee. The aim is to maintain reserves equivalent to three to six months of operating costs.

Financial monitoring includes:

Monitoring of Fair Shares' income and expenditure throughout the year against the annual budget plan

- Receipt of financial activity and budget monitoring reports at each committee meeting
- Approval of any necessary budgetary adjustments in response to changing circumstances
- Reporting to the full Board of Trustees, highlighting potential problems or significant anomalies.

Structure, Governance, and Management

Fair Shares is a charitable company limited by guarantee, incorporated on 21 October 2003. It has no share capital and is a registered charity, with each member's guarantee limited to £1.

Fair Shares actively seeks to recruit additional trustees from our local communities. The Finance Committee comprises two trustees and the CEO, with support from the Finance Officer. The committee meets at least six times a year — often more frequently — and reports to the main Board of Trustees.

FAIR SHARES GLOUCESTERSHIRE

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

Terms of Reference:

- Support the Fair Shares Board of Trustees in fulfilling its responsibilities concerning the budget and finances
- Establish and maintain a three-year financial plan, considering the Fair Shares Strategy, future economic conditions, and changes in legal requirements or Charity Commission guidance
- Draft and propose an annual budget for adoption by the Board of Trustees, aligned with strategic priorities
- Ensure sufficient funds are set aside to meet liabilities and risks, maintaining an adequate and sustainable reserves policy
- Review, adopt, and monitor all financial policies
- Advise the Board of Trustees on financial implications related to existing and new contracts

In addition, Fair Shares contracts with **HR People Support** to provide HR and management advice.

Trustees are elected to serve a three-year term, after which they must be re-elected at the next Annual General Meeting. Efforts are made to ensure that participants are appropriately represented within the trustee body by encouraging participants to become trustees. None of the trustees has any beneficial interest in the company.

There has been one addition to the Board of Trustees during 2024–2025 period. Rob Palmer joined as a trustee in 25th November 2024. The Board met on six occasions, in addition to the 2023–2024 Annual General Meeting.

Day-to-day operational decisions are made by the CEO, with reference to trustees as necessary. Fair Shares employed **ten people** and engaged one self-employed contractor during the financial year, with total staff hours equivalent to approximately **5.75 full-time staff**.

Trustees are responsible for decisions related to overall strategic direction and those with significant financial implications, such as the use of reserves. They have assessed the major risks to which the charitable company is exposed and are satisfied that systems are in place to mitigate these risks.

Trustees during the year and up to the date of signing the financial statements:

- A. Cathles
- J. Cigman
- P. Gifford
- J. Lewis
- R. Palmer
- M. Smith
- C. Steele

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



A Cathles

Joint Chair of Trustees



J Cigman

Joint Chair of Trustees

21 July 2025

FAIR SHARES GLOUCESTERSHIRE

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees, who are also the directors of Fair Shares Gloucestershire for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

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

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the 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.

FAIR SHARES GLOUCESTERSHIRE

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF FAIR SHARES GLOUCESTERSHIRE

I report to the Trustees on my examination of the financial statements of Fair Shares Gloucestershire (the charitable company) for the year ended 31 March 2025.

Responsibilities and basis of report

As the Trustees of the charitable company (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

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

Independent examiner's statement

I have completed my examination. I confirm that no 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 charitable company as required by section 386 of the Companies Act 2006.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
- 4 the financial statements 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 financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

Griffiths Marshall

Griffiths Marshall
4th Floor
Llanthony Warehouse
The Docks
Gloucester
GL1 2EH
Date: 25 July 2025.

FAIR SHARES GLOUCESTERSHIRE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income and endowments from:							
Donations and legacies	3	10,670	216,452	227,122	10,560	194,624	205,184
Income resources from charitable activities	4	-	4,185	4,185	-	946	946
Other trading activities	5	6,710	1,092	7,802	7,096	6,904	14,000
Other income	6	-	10,834	10,834	-	21,780	21,780
Total income		<u>17,380</u>	<u>232,563</u>	<u>249,943</u>	<u>17,656</u>	<u>224,254</u>	<u>241,910</u>
Expenditure on:							
Cost of generating funds	7	-	3,991	3,991	-	3,616	3,616
Charitable activities	9	2,645	242,957	245,602	3,443	208,997	212,440
Other expenditure	10	213	-	213	204	-	204
Total expenditure		<u>2,858</u>	<u>246,948</u>	<u>249,806</u>	<u>3,647</u>	<u>212,613</u>	<u>216,260</u>
Net income/(expenditure)		<u>14,522</u>	<u>(14,385)</u>	<u>137</u>	<u>14,009</u>	<u>11,641</u>	<u>25,650</u>
Transfers between funds		(1)	1	-	-	-	-
Net movement in funds		<u>14,521</u>	<u>(14,384)</u>	<u>137</u>	<u>14,009</u>	<u>11,641</u>	<u>25,650</u>
Reconciliation of funds:							
Fund balances at 1 April 2024		<u>87,450</u>	<u>155,547</u>	<u>242,997</u>	<u>73,441</u>	<u>143,906</u>	<u>217,347</u>
Fund balances at 31 March 2025		<u>101,971</u>	<u>141,163</u>	<u>243,134</u>	<u>87,450</u>	<u>155,547</u>	<u>242,997</u>

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

FAIR SHARES GLOUCESTERSHIRE

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	15		898		1,197
Current assets					
Debtors	16	3,248		4,117	
Cash at bank and in hand		333,104		321,691	
		<u>336,352</u>		<u>325,808</u>	
Creditors: amounts falling due within one year	18	<u>(94,116)</u>		<u>(84,008)</u>	
Net current assets			242,236		241,800
Total assets less current liabilities			<u>243,134</u>		<u>242,997</u>
The funds of the charitable company					
Restricted funds	21	141,163		155,547	
Unrestricted funds		101,971		87,450	
		<u>243,134</u>		<u>242,997</u>	

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

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

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

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

The financial statements were approved by the Trustees on 21 July 2025



A Cathles
Joint Chair of Trustees



J Cigman
Joint Chair of Trustees

Company registration number 04938680 (England and Wales)

FAIR SHARES GLOUCESTERSHIRE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	22		11,413		(7,046)
Net cash generated from investing activities			-		-
Net cash generated from financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			11,413		(7,046)
Cash and cash equivalents at beginning of year			321,691		328,737
Cash and cash equivalents at end of year			333,104		321,691

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Company information

Fair Shares Gloucestershire is a private company limited by guarantee incorporated in England and Wales. The registered office is Chequers Bridge Centre, Painswick Road, Gloucester, GL4 6PR.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charitable company is a Public Benefit Entity as defined by FRS 102.

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

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

1.2 Going concern

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

1.3 Charitable funds

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

The charity holds restricted and unrestricted funds.

Unrestricted funds are used for the general purposes of the charity.

Restricted funds are used only for the particular purpose for which they are intended.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charitable company.

1.4 Incoming resources

Income is recognised when the charitable company is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charitable company has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is measured at the fair value of the consideration received or receivable and represents amount receivable for goods and services provided in the normal course of business.

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.5 Resources expended

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Resources expended are recognised in one of the following three categories on the subsequent basis:

Generating funds: Costs incurred to help the charity generate incoming resources through the sale of goods from shops, including repairs and maintenance.

Charitable Activities: resources used to help the charity meet its main aims and objectives and provide care for the general public.

Governance Costs: Subsequent costs of financing the charity and meeting our statutory requirements

1.6 Tangible fixed assets

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

Tangible fixed assets for the use by the charity are capitalised on acquisition based on the nature of the asset. Any asset that has a value of lower than £1,000 is treated as an expense in the year of acquisition.

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

Fixtures, fittings & equipment	3 Years straight line
Motor vehicles	25% Reducing balance

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

1.7 Impairment of fixed assets

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

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised immediately in income/ (expenditure for the year, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately, unless the relevant asset is carried in at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

2 Critical accounting estimates and judgements

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

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

3 Grants and donations

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	10,670	14,038	24,708	560	10,514	11,074
Grant income	-	202,414	202,414	10,000	184,110	194,110
	<u>10,670</u>	<u>216,452</u>	<u>227,122</u>	<u>10,560</u>	<u>194,624</u>	<u>205,184</u>
Donations and gifts						
Donations	<u>10,670</u>	<u>14,038</u>	<u>24,708</u>	<u>560</u>	<u>10,514</u>	<u>11,074</u>
	<u>10,670</u>	<u>14,038</u>	<u>24,708</u>	<u>560</u>	<u>10,514</u>	<u>11,074</u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

3 Grants and donations

(Continued)

Grant income	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2025	2025	2025	2024	2024	2024
	£	£	£	£	£	£
Allen Lane Foundation	-	3,000	3,000	-	3,000	3,000
Anonymous	-	-	-	10,000	-	10,000
Barnwood Trust	-	5,000	5,000	-	4,000	4,000
Charles Hayward Foundation	-	2,500	2,500	-	-	-
Garfield Weston Foundation	-	35,000	35,000	-	5,000	5,000
Gloucester City Council	-	2,250	2,250	-	1,690	1,690
Gloucester City Homes	-	-	-	-	500	500
Gloucestershire Community Foundation	-	4,500	4,500	-	8,500	8,500
Gloucestershire County Council	-	30,999	30,999	-	45,850	45,850
Gloucestershire Gateway Trust	-	9,150	9,150	-	20,500	20,500
Gloucestershire Wildlife Trust	-	-	-	-	500	500
Henry Robert Ball Charitable Trust	-	1,500	1,500	-	-	-
Henry Smith Charity	-	-	-	-	9,240	9,240
Langtree Trust	-	500	500	-	-	-
National Lottery Community Fund	-	73,018	73,018	-	45,750	45,750
Office of the Police and Crime Commissioner Gloucestershire	-	2,500	2,500	-	5,000	5,000
Postcode Local Trust	-	10,000	10,000	-	9,480	9,480
Rotary in Gloucester Community	-	-	-	-	500	500
Rotary Club of Stonehouse	-	200	200	-	-	-
Rowlands Trust	-	7,000	7,000	-	-	-
Saintbury Trust	-	1,000	1,000	-	-	-
St James Place Foundation	-	-	-	-	5,000	5,000
Stroud District Council	-	4,000	4,000	-	4,000	4,000
Summerfield Trust	-	-	-	-	5,600	5,600
Thirty Percy Foundation	-	-	-	-	-	-
Hotspots NetworkProject	-	-	-	-	10,000	10,000
Venture Community Hub	-	7,297	7,297	-	-	-
Whitehill Chase Foundation	-	3,000	3,000	-	-	-
	-	202,414	202,414	10,000	184,110	194,110

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

4 Incoming resources from charitable activities

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2025	2025	2025	2024	2024	2024
	£	£	£	£	£	£
Woodworking income	-	4,185	4,185	-	946	946
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

5 Other trading activities

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2025	2025	2025	2024	2024	2024
	£	£	£	£	£	£
Fees	6,110	1,092	7,202	6,306	6,904	13,210
Woodworking income	600	-	600	790	-	790
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	6,710	1,092	7,802	7,096	6,904	14,000
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

6 Other income

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2025	2025	2025	2024	2024	2024
	£	£	£	£	£	£
Other income	-	10,834	10,834	-	21,780	21,780
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

7 Raising funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2025	2025	2025	2024	2024	2024
	£	£	£	£	£	£
Costs of generating funds	-	3,991	3,991	-	3,616	3,616
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	-	3,991	3,991	-	3,616	3,616
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

8 Trustees

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

9 Expenditure on charitable activities

	2025 £	2024 £
Direct costs (see note 13)		
Staff costs	168,666	143,969
Share of support and governance costs (see note 12)		
Support	74,624	66,007
Governance	2,312	2,464
	<u>245,602</u>	<u>212,440</u>
Analysis by fund		
Unrestricted funds	2,645	3,443
Restricted funds	242,957	208,997
	<u>245,602</u>	<u>212,440</u>

10 Other

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Financing costs	213	-	213	204	-	204
	<u>213</u>	<u>-</u>	<u>213</u>	<u>204</u>	<u>-</u>	<u>204</u>

11 Taxation

The charitable company is exempt from corporation tax on its charitable activities.

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

12 Support costs

	Support costs £	Governance costs £	2025 Support costs £	Governance costs £	2024 £
Depreciation	299	-	299	399	399
Rent, rates & room hire	12,220	-	12,220	12,138	12,138
Postage, printing & office supplies	262	-	262	852	852
Phone, internet & computer	2,726	-	2,726	2,754	2,754
Staff travel, expenses & training	10,684	-	10,684	6,407	6,407
Project activity costs	43,212	-	43,212	37,691	37,691
Professional fees	34	-	34	358	358
Equipment	834	-	834	1,225	1,225
Evaluation & subscriptions	760	-	760	707	707
Insurances	3,593	-	3,593	3,476	3,476
Audit fees	-	2,312	2,312	-	2,464
	<u>74,624</u>	<u>2,312</u>	<u>76,936</u>	<u>66,007</u>	<u>68,471</u>
Analysis by fund					
Unrestricted funds	333	2,312	2,645	979	3,443
Restricted funds	<u>74,291</u>	<u>-</u>	<u>74,291</u>	<u>65,028</u>	<u>65,028</u>
	<u>74,624</u>	<u>2,312</u>	<u>76,936</u>	<u>66,007</u>	<u>68,471</u>

13 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Fair Shares	2	2
Stroud	1	1
Gloucester	6	5
Young People's Project	1	1
Total	<u>10</u>	<u>9</u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

13 Employees	(Continued)	
Employment costs	2025 £	2024 £
Wages and salaries	156,820	135,272
Social security costs	4,311	2,520
Sessional staff	4,725	4,237
Recruitment	56	-
Other pension costs	2,754	1,940
	<u>168,666</u>	<u>143,969</u>
Analysis by fund		
Unrestricted funds	-	-
Restricted funds	<u>168,666</u>	<u>143,969</u>
	<u>168,666</u>	<u>143,969</u>

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

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	<u>27,975</u>	<u>26,704</u>

14 Retirement benefit schemes

Defined contribution schemes	2025 £	2024 £
Charge to profit or loss in respect of defined contribution schemes	<u>2,754</u>	<u>1,940</u>

The charitable company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund The People's Pension.

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

15 Tangible fixed assets

	Fixtures, fittings & equipment	Motor vehicles	Total
	£	£	£
Cost			
At 1 April 2024	24,934	60,275	85,209
At 31 March 2025	24,934	60,275	85,209
Depreciation and impairment			
At 1 April 2024	24,934	59,078	84,012
Depreciation charged in the year	-	299	299
At 31 March 2025	24,934	59,377	84,311
Carrying amount			
At 31 March 2025	-	898	898
At 31 March 2024	-	1,197	1,197

16 Debtors

	2025	2024
	£	£
Amounts falling due within one year:		
Trade debtors	704	1,779
Prepayments and accrued income	2,544	2,338
	3,248	4,117

17 Cash at bank and in hand

	2025	2024
	£	£
Bank current account	328,957	318,153
Petty cash	4,147	3,538
	333,104	321,691

18 Creditors: amounts falling due within one year

	Notes	2025	2024
		£	£
Deferred income	19	86,558	79,368
Trade creditors		5,558	2,540
Accruals		2,000	2,100
		94,116	84,008

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

19 Deferred income

	2025 £	2024 £
Arising from Deferred Income	86,558	79,368

20 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
Tangible assets	898	-	898
Current assets/(liabilities)	101,073	141,163	242,236
	<u>101,971</u>	<u>141,163</u>	<u>243,134</u>
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	1,197	-	1,197
Current assets/(liabilities)	86,253	155,547	241,800
	<u>87,450</u>	<u>155,547</u>	<u>242,997</u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

21 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds				
	Balance at 1 April 2024	Incoming resources	Resources expended	Transfers	Balance at 31 March 2025
	£	£	£	£	£
BTNP	774	6,760	(6,098)	-	1,436
Gloucester	74,334	157,600	(173,297)	-	58,637
Network Crafts Group	5,111	1,225	(619)	-	5,717
New Vehicles	22,493	5,717	-	-	28,210
Stroud	20,450	34,066	(39,778)	-	14,738
Vehicles	-	1,117	(1,118)	1	-
Woodworking	1,070	-	(23)	-	1,047
Young People's Project	31,315	26,078	(26,015)	-	31,378
	<u>155,547</u>	<u>232,563</u>	<u>(246,948)</u>	<u>1</u>	<u>141,163</u>

Unrestricted funds

	Balance at 1 April 2024	Incoming resources	Resources expended	Transfers	Balance at 31 March 2025
	£	£	£	£	£
Support	83,526	16,780	(2,858)	(1)	97,447
Woodworking	3,924	600	-	-	4,524
	<u>87,450</u>	<u>17,380</u>	<u>(2,858)</u>	<u>(1)</u>	<u>101,971</u>

22 Cash generated from operations

	2025 £	2024 £
Surplus for the year	137	25,650
Adjustments for:		
Depreciation and impairment of tangible fixed assets	299	399
Movements in working capital:		
Decrease/(increase) in debtors	869	(1,323)
Increase/(decrease) in creditors	2,918	(701)
Increase/(decrease) in deferred income	7,190	(31,071)
Cash generated from/(absorbed by) operations	<u>11,413</u>	<u>(7,046)</u>

Accounts

Charity registration number 1110418

Company registration number 04938680 (England and Wales)

FAIR SHARES GLOUCESTERSHIRE
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

FAIR SHARES GLOUCESTERSHIRE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	A Cathles J Cigman P Gifford J Lewis M Smith
Charity number	1110418
Company number	04938680
Principal address	Chequers Bridge Centre Painswick Road Gloucester GL4 6PR
Registered office	Chequers Bridge Centre Painswick Road Gloucester GL4 6PR
Independent examiner	Griffiths Marshall 4th Floor Llanthony Warehouse The Docks Gloucester GL1 2EH
Bankers	Unity Trust Bank Plc Four Brindley Place Birmingham B1 2JB Co-operative Bank Plc P.O Box 250 Skelmersdale WN8 6WT

FAIR SHARES GLOUCESTERSHIRE

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FAIR SHARES GLOUCESTERSHIRE

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

The Trustees present their report and accounts of the charity for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies detailed in note 1 and comply with the charity's governing document, the Companies Act 2006, and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

Fair Shares is a Time Banking charity and community organisation based in Gloucestershire. Our objectives, as outlined in our governing document from 1998, are:

1. To relieve poverty, sickness, and distress, primarily but not exclusively for the benefit of the Gloucestershire community.
2. To advance education and training within the community ...particularly for disadvantaged and vulnerable individuals, including young people, older people and the unemployed.

Vision: Fair Shares envisions stronger, sustainable communities in Gloucestershire, built by people for people through Time Banking.

Mission: Fair Shares unites people through the exchange of time, skills, and acts of kindness. Our time banks recognise everyone's ability to contribute, connecting individuals to share knowledge and support each other, fostering friendships, and transforming lives.

Values: Our approach follows the principles of Time Banking through a Co-Production framework, focusing on four core values:

- **People as Assets:** We empower individuals to realise they are the strengths of their community.
- **Redefining Work:** We value people by recognising their contributions to the community.
- **Reciprocity:** We encourage the giving and receiving of support within the community.
- **Social Capital:** We build robust, meaningful support networks across communities through Time Banking.

Time Banking: Time Banking values individuals' contributions by recognising skills and abilities to improve communities together. It provides opportunities for one-to-one exchanges or group activities, helping to overcome loneliness and social isolation, and fostering friendships, confidence, and skills.

Who We Are: Established in 1998, Fair Shares was the first Time Bank in the UK. We collaborate with individuals, organisations, and partners to promote positive, enduring relationships. Our committed, knowledgeable staff, participants, and Trustees have developed and nurtured the organisation over the past 25 years.

2023/2024 Highlights:

- Delivered 31,427 hours of Time Banking activities across Gloucester and Stroud.
- Engaged 1,447 people, with 287 core weekly participants.
- Hosted 301 school children at our allotment, improving the environment.
- Reported a 100% increase in community involvement among participants, with 90% reporting increased confidence.
- Served 1,600 hot meals to the Gloucester community, 200 more than the previous year.
- Celebrated our 25th anniversary with over 120 participants.

"The best thing for me is it's helped with my mental health by coming down and meeting people, meeting new people that I never would have crossed paths with."

FAIR SHARES GLOUCESTERSHIRE

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

Core Activities in 2023/2024:

1. 1:1 Time Banking Exchanges: Participants contribute time to their community, and ask for help when they need it. Activities exchanged include shopping, decorating, gardening, and more, organised by our Time Brokers in Gloucester and Stroud.

“Andrea (not her real name) a Fair Shares participant who has been housebound for 12 years. She contacted us as she needed a lift to a dentist appointment which we organised through a trusted participant. When the participant went to give her a lift, they discovered this participant used to date Andrea’s son when they were both 13. This has resulted in further visits and a crucial new friendship for someone incredibly isolated.”

2. Lunch Club: A weekly social gathering with a hot lunch, open to everyone. Attendees include a diverse range of local people, from staff and participants at the Fair Shares allotment, young people with moderate to severe disabilities from Gloucester College, older people facing isolation, asylum seekers staying in local hotels. It’s a space for community connection, welcoming people from all walks of life. Number of attendees is growing - this year we have been catering for 40 people per week.

3. Art Group: Meeting weekly at the Friendship Cafe, this group engages in creative projects, offering a supportive and therapeutic environment for all. This group has naturally evolved into a space where participants support each other through creative expression, and is well attended by many dealing with mental health challenges. This year our group has been working on their own projects, alongside undertaking some group workshops, for example, keyring-making using resin, mosaics, and upcycling of furniture.

4. Woodwork Group: Operating since 2016 at Chequers Bridge Centre, this group offers a fully equipped workshop for community members to learn woodworking skills. The group creates items for personal use and community projects, fostering individual skill and confidence development and community improvement.

“The best thing about Fair Shares is the workshop. The chance to be creative. The friendship I’ve made here. Lifelong friends. Just a really supportive group of people”

5. Allotment Group: It’s more than just gardening; it’s a space for community connection and well-being. Our allotment provides a hands-on, educational, social, therapeutic growing experience at the City Farm, blending food growing with social interaction. This year, we have built a new shed, re-covered our polytunnel, delivered multiple cooking sessions for the local community using our own-grown produce, and had another successful growing season of working with local schools, community groups and the public.

“Coming to the allotment gives me a sense of purpose and belonging”

6. Gentle Walks: We work with our community in organising accessible group walks, suitable for those with physical/mental health needs and their carers. Walks are suitable for those using walking aids or wheelchairs, in Stroud, Nailsworth, and Stonehouse. These walks are paired with regular coffee mornings, offering opportunities for social connection and practical advice for those feeling lonely or vulnerable.

7. Chance to Chat and Memory Boxes: Our Chance to Chat Postcards and Memory Boxes help maintain relationships between carers and those they care for, especially those living with dementia. These memory boxes, linked with the Gloucestershire NHS Dementia Team and local Memory Cafes, contain items that evoke nostalgia and facilitate meaningful conversations. We ensure these resources reflect the diversity of UK society. This year, they have been relaunched in both Stroud and Stonehouse libraries, and the Museum on the Park.

8. Greening Barton Street: We collaborate with the community to maintain planters and green spaces in the Barton/Tredworth area. This informal group meets weekly during spring, summer, and autumn to promote gardening, social interaction, and community ownership of public spaces. We have increased our engagement with the community this year in supporting this project, with an approximate 50% increase.

9. Holiday Activities and Food (HAF): In 2023, Fair Shares participated in HAF, providing creative activities for children and families during school summer and winter holidays. At our allotment, we invited children and families to undertake nature-based craft activities around Fairies. We also offered archery at the Friendship Cafe in the Summer and Winter holidays, alongside a film screening for local families to enjoy for free together.

FAIR SHARES GLOUCESTERSHIRE

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

10. Group Trips and Holidays: We organise monthly trips to various locations, open to all Fair Shares participants. These trips provide opportunities for people to explore new environments, overcome transportation or financial barriers, and enjoy social activities. This year we have had a joint holiday to Bournemouth with both our Stroud and Gloucester groups, alongside day trips to Westonbirt Arboretum, Highgrove House, bluebells in the Forest of Dean, St Fagans Museum, Kew Gardens, Bath Christmas Market, Bentleys Fruit Farm, The Matara Centre and more!

“Our group all had a really lovely holiday, I felt compelled to write to tell you!”

Youth Time Bank: Our Youth Time Bank engages young people (14+) in mentoring and group activities, mainly in Gloucester, with some outreach in Stroud. We work with other community groups and educational providers to enable young people to become more active in their communities. This year, we have worked closely with young people from 3 Gloucestershire Alternative Education providers, who have attended weekly over the academic year. The groups have been working on varied projects - including making planters for partner charities, making benches with in-built planters for outside our workshop, and supporting other building activities needed at our allotment.

Partnership Working in 2023-24

Using our unique knowledge of the local community, our work in Gloucester and Stroud throughout the year has been greatly enhanced through partnerships with local charities, community organisations, the statutory sector, private businesses, and the wider community. Key partnerships include:

- **Nourishing Gloucester Project:** We collaborated with Gloucester Gateway Trust (GGT) and Gloucester City Council to distribute food vouchers valued at £3,730 to families and individuals.
- **The Hotspots Network:** Funded by Thirty Percy, this initiative brought together Gloucestershire-based voluntary and community partners, including Fair Shares, GL11, GGT, The Grace Network, The Venture, and the Gloucester Community Building Collective. We collectively researched and demonstrated how community economic plans, social enterprises, and direct community engagement can create more thriving and sustainable communities. This year, The Venture joined, and we worked with the Centre for Thriving Places to evaluate our collaborative work, future plans, and collective strengths.
- **Barnwood Trust:** We are one of several organisations identified by Barnwood Trust to act as a referral organisation for their grants programme. This year, we supported 17 individuals with Barnwood applications.
- **Mudwalls, Gloucester Services, and GGT:** We received weekly donations of food, fresh fruit, and vegetables from food suppliers working with Gloucester Services and GGT. These donations were distributed to 10-15 local families and 3-4 local food groups.
- **Nelson Trust:** We supported the development of a community garden in Conduit Street. In return, Nelson Trust assisted our participants in clearing their own gardens, and delivered activities at our allotment, such as teaching willow weaving to children and families.
- **Friendship Café:** We continue to work closely with the Friendship Café, collaborating on various community activities, events, and provisions.
- **The Venture:** We partnered with The Venture as a delivery partner on (HAF) Healthy Activity & Food Project.
- **Building Connections:** In partnership with Active Impact, Young Gloucestershire, FVAF, Forest Pulse, and Creative Sustainability, we provided opportunities for young people with disabilities to develop and maintain stronger links within the local community.
- **Gloucester Wildlife Trust:** Initially collaborating on the Greening Barton Street project, Fair Shares, alongside the local community, has now taken over the maintenance of six Barton Street planters. We continue to work closely on other local growing and rewilding projects.
- **Gloucester Gateway Trust:** We played a significant role in the food distribution network, sharing surplus food and supporting community engagement through various activities, including using our minibus, providing a driver, and participating in beekeeping and woodworking projects.

FAIR SHARES GLOUCESTERSHIRE

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

- **All Pulling Together (APT):** We work closely with APT, especially in supporting older and isolated individuals. Together, we organise monthly Gentle Walks, coffee mornings at the local library, and trips for Stonehouse residents, including those with mobility issues, disabilities, and/or their carers. We also collaborated with the Peak Academy on a wheelchair-accessible sensory garden for the APT Community Garden.
- **Museum in the Park:** We work together to provide community activities and use the museum as a base for our most well-attended Gentle Walks. The museum also houses some of our Memory Boxes, which local people can borrow.
- **Jolt:** We partner with Jolt to deliver activities, including youth projects in collaboration with Gloucester College, art group visits, and coffee mornings for young asylum seekers.
- **Housing 21 & Extra Care Charitable Trust:** We have supported these organisations by coordinating local trips for their residents using our transport.

Acknowledgements

We extend our heartfelt thanks to the many organisations that have worked alongside and supported us throughout the year, including:

- Active Impact
- All Pulling Together, Stonehouse
- Barnwood Trust
- Creative Sustainability
- Extra Care Charitable Trust
- FVAF
- Gloucester City Council
- Gloucester Services
- Gloucestershire County Council
- Gloucestershire Gateway Trust
- Gloucestershire Mental Health Team
- Gloucestershire Wildlife Trust
- Hobbs House Bakery
- Housing 21
- Jolt
- Mudwalls Farms Ltd
- Museum in the Park, Stroud
- Nailsworth Dementia Action Alliance
- NHS Dementia Training and Education Team
- The Apperley Centre
- The Friendship Café
- The Venture Community Hub
- Top of Town (ToTs) Community Group
- Stroud District Council
- Stroud Town Council
- Whitehill and Ruscombe Community Hub
- Wynn's Café, Stonehouse
- Young Gloucestershire

We are especially grateful to our creative, supportive, and dedicated participants, who contribute so much to our community, add: Without these people, Fair Shares wouldn't exist.

“The nice thing is I feel that people rely on me as well so I'm not just coming as just the spare part.”

FAIR SHARES GLOUCESTERSHIRE

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

Equality and Diversity

At Fair Shares, we are committed to fostering an inclusive environment where everyone, of every background, heritage, religion, age, gender, disability, and life experience, is welcomed and valued. We believe that diversity enriches our community and enhances the effectiveness of our work.

Our Commitment to Diversity

- **Inclusive Environment:** We welcome a diverse group of participants, staff and trustees, comprising individuals from various ethnicities, religions, and backgrounds, including those with disabilities and lived experiences of mental health issues. We strive to ensure that everyone feels respected, supported, and empowered to contribute fully to our mission and that everyone respects and supports others.
- **Community Engagement:** We actively engage with a wide range of individuals and groups, including older adults (60+), children and young people (ages 3-25), people with physical and mental health conditions, individuals with learning difficulties, refugees, and those with experiences in the criminal justice system. Our goal is to break down barriers and ensure that our community is accessible to all.
- **Respect for Individuality:** We recognise the importance of respecting each person's unique identity. While we do not always collect data on heritage or background to avoid creating barriers, we remain committed to understanding and meeting the diverse needs of our community.

Ongoing Efforts and Recognition

- **Continuous Improvement:** We acknowledge that there is always more work to do in reaching and supporting our diverse communities. We are continuously striving to evaluate and adapt our practices to be more inclusive as a charity and an employer, recognising the improvements we need to make in accessibility and outreach.
- **Inclusive Employer:** Fair Shares has been recognised as an Inclusive Employer by Inclusive Gloucestershire, reflecting our dedication to equality and diversity in all aspects of our work.

Sustainability

At Fair Shares, we recognise the climate crisis and the damage done to the natural world; sustainable development is central to our mission. We believe in a holistic approach that balances environmental stewardship with social and economic development. Our commitment to sustainability not only reflects our responsibility to the environment but also enhances the resilience and impact of our work within the community. We strive to reduce our ecological footprint while ensuring the safe and efficient delivery of our activities.

Our sustainability efforts include:

- **Sharing Time and Skills:** We foster a community of sharing, where knowledge, skills, and time are exchanged to support sustainable practices and empower individuals.
- **Repurposing Materials:** We prioritise the redistribution of food and reuse of wood and other materials, reducing waste and promoting a circular economy within our projects.
- **Utilising Second-Hand Resources:** We actively seek out second-hand and reclaimed resources, including sheds, paving materials, and plants, to minimise our environmental impact.
- **Promoting Organic Practices:** We grow plants organically, avoiding the use of herbicides and pesticides, to support biodiversity and protect our environment.
- **Composting:** We compost organic waste, turning it into valuable soil enhancers that support our gardening and farming initiatives.
- **Sustainable Transport:** We encourage walking, cycling, and the use of public transport wherever practical, reducing our carbon footprint and promoting healthier lifestyles.
- **Advocating Environmental Awareness:** We actively encourage and support our community members to adopt environmentally mindful practices, extending the impact of our sustainability efforts beyond our organisation.

We are committed to continuously improving our sustainability practices, setting realistic goals, and being transparent about our progress. By working together, we can create a more sustainable future for our community and the planet.

FAIR SHARES GLOUCESTERSHIRE

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

Financial review

All restricted funds, provided by Trusts and Local Authorities for specific projects, are spent in accordance with the conditions of the funding, unless otherwise agreed with the grant provider.

Total income for the year was £241,910, from £249,908 in the 2022-2023 financial year, a decrease of £7,998. As in previous years, the majority of our income was derived from restricted funding.

Total expenditure for the year was £216,260, down from £230,211 in the 2022-2023 financial year, a decrease of £13,951.

At the end of the year, our unrestricted reserves stood at £87,450 equivalent to between three to six months of operating expenditure. Our longer-term objective remains to maintain unrestricted reserves equivalent to three to six months of operating expenditure.

Reserves Policy

Fair Shares adopts a systematic approach to policy review, led by trustees, to ensure all policies remain current and relevant.

As a small charity heavily reliant on grant income, it is essential to maintain reserves to manage unforeseen emergencies, provide short-term funds to overcome budget deficits, manage liabilities in the event of organisational closure, and deliver planned commitments.

In developing the Reserves Policy, trustees consider the level of risk and the likelihood of such risks occurring, balanced against the organisation's capacity to hold sufficient unrestricted reserves. The availability of accessible restricted funds is also considered when assessing the level of unrestricted reserves required.

Reserves requirements are reviewed by the Main Board of Trustees at least every six months and more frequently by the Finance Committee. The aim is to maintain reserves equivalent to three to six months of operating costs.

Financial monitoring includes:

- Monitoring of Fair Shares' income and expenditure throughout the year against the annual budget plan.
- Receipt of financial activity and budget monitoring reports at each committee meeting.
- Approval of any necessary budgetary adjustments in response to changing circumstances.
- Reporting to the full Board of Trustees, highlighting potential problems or significant anomalies.

Structure, Governance and Management

Fair Shares is a charitable company limited by guarantee, incorporated on 21 October 2003. It has no share capital and is a registered charity, with each member's guarantee limited to £1.

Fair Shares actively seeks to recruit additional trustees from our local communities. The Finance Committee comprises two trustees and the CEO, with support from the Finance Officer. The committee meets at least six times a year, often more frequently, and reports to the main Board of Trustees.

Terms of Reference:

- Support the Fair Shares Board of Trustees in fulfilling its responsibilities concerning the budget and finances.
- Establish and maintain a three-year financial plan, considering the Fair Shares Strategy, future economic conditions, and changes in legal requirements or Charity Commission guidance.
- Draft and propose an annual budget for adoption by the Board of Trustees, aligned with strategic priorities.
- Ensure sufficient funds are set aside to meet liabilities and risks, maintaining an adequate and sustainable reserves policy.
- Review, adopt, and monitor all financial policies.
- Advise the Board of Trustees on financial implications related to existing and new contracts.

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2024

In addition, Fair Shares contracts with HR People Support to provide HR and management advice.

Trustees are elected to serve a three-year term, after which they must be re-elected at the next Annual General Meeting. Efforts are made to ensure that participants are appropriately represented within the trustee body by encouraging participants to become trustees. None of the trustees has any beneficial interest in the company.

There have been no changes to the Board of Trustees during 2023-2024. The Board met on six occasions, in addition to the 2023-2024 Annual General Meeting.

Day-to-day operational decisions are made by the CEO, with reference to trustees as necessary. Fair Shares employed nine people and engaged one self-employed contractor during the financial year, with total staff hours equivalent to 5.4 full-time staff.

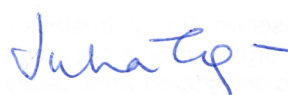
Trustees during the year and up to the date of signing the financial statements:

- A Cathles
- J Cigman
- P Gifford
- J Lewis
- M Smith

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



A Cathles
Joint Chair of Trustees



J Cigman
Joint Chair of Trustees

16 September 2024

FAIR SHARES GLOUCESTERSHIRE

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2024

The Trustees, who are also the directors of Fair Shares Gloucestershire for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

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

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the 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.

FAIR SHARES GLOUCESTERSHIRE

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF FAIR SHARES GLOUCESTERSHIRE

I report to the Trustees on my examination of the financial statements of Fair Shares Gloucestershire (the charitable company) for the year ended 31 March 2024.

Responsibilities and basis of report

As the Trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

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

Independent examiner's statement

I have completed my examination. I confirm that no 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 charitable company as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements 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 (FRS 102).

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 financial statements to be reached.



Griffiths Marshall

4th Floor
Llanthony Warehouse
The Docks
Gloucester
GL1 2EH

Dated: 16 September 2024

FAIR SHARES GLOUCESTERSHIRE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
Income and endowments from:							
Donations and legacies	3	10,560	194,624	205,184	10,709	172,356	183,065
Income resources from charitable activities	4	-	946	946	-	900	900
Other trading activities	5	7,096	6,904	14,000	8,245	31,197	39,442
Other income	6	-	21,780	21,780	-	26,501	26,501
Total income		<u>17,656</u>	<u>224,254</u>	<u>241,910</u>	<u>18,954</u>	<u>230,954</u>	<u>249,908</u>
Expenditure on:							
Cost of generating funds	7	-	3,616	3,616	-	2,693	2,693
Charitable activities	8	3,443	208,997	212,440	3,971	223,326	227,297
Other expenditure	10	204	-	204	221	-	221
Total expenditure		<u>3,647</u>	<u>212,613</u>	<u>216,260</u>	<u>4,192</u>	<u>226,019</u>	<u>230,211</u>
Net income		14,009	11,641	25,650	14,762	4,935	19,697
Transfers between funds		-	-	-	2	(2)	-
Net movement in funds		14,009	11,641	25,650	14,764	4,933	19,697
Reconciliation of funds:							
Fund balances at 1 April 2023		<u>73,441</u>	<u>143,906</u>	<u>217,347</u>	<u>58,677</u>	<u>138,973</u>	<u>197,650</u>
Fund balances at 31 March 2024		<u>87,450</u>	<u>155,547</u>	<u>242,997</u>	<u>73,441</u>	<u>143,906</u>	<u>217,347</u>

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

FAIR SHARES GLOUCESTERSHIRE

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	15		1,197		1,596
Current assets					
Debtors	16	4,117		2,795	
Cash at bank and in hand	17	321,691		328,737	
		325,808		331,532	
Creditors: amounts falling due within one year	18	(84,008)		(115,781)	
Net current assets			241,800		215,751
Net assets			242,997		217,347
Income funds					
Restricted funds	20	155,547		143,906	
Unrestricted funds	20	87,450		73,441	
		242,997		217,347	

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024.

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

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

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

The financial statements were approved by the Trustees on 16 September 2024



A Cathles
Joint Chair of Trustees



J Cigman
Joint Chair of Trustees

Company registration number 04938680 (England and Wales)

FAIR SHARES GLOUCESTERSHIRE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	22		(7,046)		76,608
Net cash used in investing activities			-		-
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(7,046)		76,608
Cash and cash equivalents at beginning of year			328,737		252,129
Cash and cash equivalents at end of year			321,691		328,737

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Company information

Fair Shares Gloucestershire is a private company limited by guarantee incorporated in England and Wales. The registered office is Chequers Bridge Centre, Painswick Road, Gloucester, GL4 6PR.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charitable company is a Public Benefit Entity as defined by FRS 102.

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

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

1.2 Going concern

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

1.3 Charitable funds

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

The charity holds restricted and unrestricted funds.

Unrestricted funds are used for the general purposes of the charity.

Restricted funds are used only for the particular purpose for which they are intended.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charitable company.

1.4 Incoming resources

Income is recognised when the charitable company is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charitable company has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is measured at the fair value of the consideration received or receivable and represents amount receivable for goods and services provided in the normal course of business.

FAIR SHARES GLOUCESTERSHIRE

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

1 Accounting policies

(Continued)

1.5 Resources expended

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Resources expended are recognised in one of the following three categories on the subsequent basis:

Generating funds: Costs incurred to help the charity generate incoming resources through the sale of goods from shops, including repairs and maintenance.

Charitable Activities: resources used to help the charity meet its main aims and objectives and provide care for the general public.

Governance Costs: Subsequent costs of financing the charity and meeting our statutory requirements

1.6 Tangible fixed assets

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

Tangible fixed assets for the use by the charity are capitalised on acquisition based on the nature of the asset. Any asset that has a value of lower than £1,000 is treated as an expense in the year of acquisition.

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

Fixtures, fittings & equipment	3 Years straight line
Motor vehicles	25% Reducing balance

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

1.7 Impairment of fixed assets

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

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised immediately in income/ (expenditure for the year, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately, unless the relevant asset is carried in at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

FAIR SHARES GLOUCESTERSHIRE

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

2 Critical accounting estimates and judgements

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

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

3 Grants and donations

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	560	10,514	11,074	709	4,229	4,938
Grant income	10,000	184,110	194,110	10,000	168,127	178,127
	<u>10,560</u>	<u>194,624</u>	<u>205,184</u>	<u>10,709</u>	<u>172,356</u>	<u>183,065</u>
Donations and gifts						
Donations	560	10,514	11,074	709	4,229	4,938
	<u>560</u>	<u>10,514</u>	<u>11,074</u>	<u>709</u>	<u>4,229</u>	<u>4,938</u>

FAIR SHARES GLOUCESTERSHIRE

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

3 Grants and donations

(Continued)

Grant income	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Active Gloucestershire	-	-	-	-	1,750	1,750
Allen Lane Foundation	-	3,000	3,000	-	3,000	3,000
Anonymous	10,000	-	10,000	10,000	10,000	20,000
Barnwood Trust	-	4,000	4,000	-	1,345	1,345
Garfield Weston Foundation	-	5,000	5,000	-	13,750	13,750
Gloucester City Council	-	1,690	1,690	-	655	655
Gloucester City Homes	-	500	500	-	500	500
Gloucestershire Community Foundation	-	8,500	8,500	-	3,000	3,000
Gloucestershire County Council	-	45,850	45,850	-	7,998	7,998
Gloucestershire Gateway Trust	-	20,500	20,500	-	20,500	20,500
Gloucestershire Wildlife Trust	-	500	500	-	5,000	5,000
Henry Smith Charity	-	9,240	9,240	-	9,160	9,160
National Lottery Community Fund	-	45,750	45,750	-	59,938	59,938
Office of the Police and Crime Commissioner Gloucestershire	-	5,000	5,000	-	4,000	4,000
Postcode Local Trust	-	9,480	9,480	-	4,631	4,631
Rotary in Gloucester Community	-	500	500	-	-	-
St James Place Foundation	-	5,000	5,000	-	5,000	5,000
Stroud District Council	-	4,000	4,000	-	4,000	4,000
Summerfield Trust	-	5,600	5,600	-	2,900	2,900
Sydney Black	-	-	-	-	500	500
Thirty Percy Foundation	-	-	-	-	-	-
Hotspots NetworkProject	-	10,000	10,000	-	10,000	10,000
Twinkle Trust	-	-	-	-	500	500
	10,000	184,110	194,110	10,000	168,127	178,127

4 Incoming resources from charitable activities

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Woodworking income	-	946	946	-	900	900

FAIR SHARES GLOUCESTERSHIRE

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

5 Other trading activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fees	6,306	6,904	13,210	5,593	31,197	36,790
Woodworking income	790	-	790	2,652	-	2,652
	<u>7,096</u>	<u>6,904</u>	<u>14,000</u>	<u>8,245</u>	<u>31,197</u>	<u>39,442</u>

6 Other income

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Other income	-	21,780	21,780	-	26,501	26,501
	<u>-</u>	<u>21,780</u>	<u>21,780</u>	<u>-</u>	<u>26,501</u>	<u>26,501</u>

7 Raising funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Costs of generating funds	-	3,616	3,616	-	2,693	2,693
	<u>-</u>	<u>3,616</u>	<u>3,616</u>	<u>-</u>	<u>2,693</u>	<u>2,693</u>

FAIR SHARES GLOUCESTERSHIRE

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

8 Expenditure on charitable activities

	2024 £	2023 £
Direct costs (see note 13)		
Staff costs	143,969	142,368
Share of support and governance costs (see note 11)		
Support	66,007	82,673
Governance	2,464	2,256
	<u>212,440</u>	<u>227,297</u>
Analysis by fund		
Unrestricted funds	3,443	3,971
Restricted funds	208,997	223,326
	<u>212,440</u>	<u>227,297</u>

9 Trustees

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

10 Other

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Financing costs	204	-	204	221	-	221
	<u>204</u>	<u>-</u>	<u>204</u>	<u>221</u>	<u>-</u>	<u>221</u>

FAIR SHARES GLOUCESTERSHIRE

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

11 Support costs

	Support costs	Governance costs	2024 Support costs	Governance costs	2023
	£	£	£	£	£
Depreciation	399	-	399	1,213	1,213
Rent, rates & room hire	12,138	-	12,138	11,512	11,512
Misc. expenses	-	-	-	29,353	29,353
Postage, printing & office supplies	852	-	852	852	852
Phone, internet & computer	2,754	-	2,754	2,897	2,897
Staff travel, expenses & training	6,407	-	6,407	7,992	7,992
Project activity costs	37,691	-	37,691	22,924	22,924
Professional fees	358	-	358	786	786
Equipment	1,225	-	1,225	1,007	1,007
Evaluation & subscriptions	707	-	707	850	850
Insurances	3,476	-	3,476	3,287	3,287
Audit fees	-	2,464	2,464	-	2,256
	<u>66,007</u>	<u>2,464</u>	<u>68,471</u>	<u>82,673</u>	<u>84,929</u>
Analysis by fund					
Unrestricted funds	979	2,464	3,443	1,715	3,971
Restricted funds	65,028	-	65,028	80,958	80,958
	<u>66,007</u>	<u>2,464</u>	<u>68,471</u>	<u>82,673</u>	<u>84,929</u>

12 Taxation

The charitable company is exempt from corporation tax on its charitable activities.

13 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Fair Shares	2	2
Stroud	1	1
Gloucester	5	5
Young People's Project	1	1
GEM Project	-	1
Total	<u>9</u>	<u>10</u>

FAIR SHARES GLOUCESTERSHIRE

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

13 Employees

(Continued)

Employment costs	2024 £	2023 £
Wages and salaries	135,272	132,794
Social security costs	2,520	2,464
Sessional staff	4,237	4,800
Recruitment	-	232
Other pension costs	1,940	2,078
	<u>143,969</u>	<u>142,368</u>
Analysis by fund		
Unrestricted funds	-	-
Restricted funds	<u>143,969</u>	<u>142,368</u>
	<u>143,969</u>	<u>142,368</u>

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

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024 £	2023 £
Aggregate compensation	<u>26,704</u>	<u>22,329</u>

14 Retirement benefit schemes

Defined contribution schemes	2024 £	2023 £
Charge to profit or loss in respect of defined contribution schemes	<u>1,940</u>	<u>2,078</u>

The charitable company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund The People's Pension.

FAIR SHARES GLOUCESTERSHIRE

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

15 Tangible fixed assets

	Fixtures, fittings & equipment £	Motor vehicles £	Total £
Cost			
At 1 April 2023	24,934	60,275	85,209
At 31 March 2024	24,934	60,275	85,209
Depreciation and impairment			
At 1 April 2023	24,934	58,679	83,613
Depreciation charged in the year	-	399	399
At 31 March 2024	24,934	59,078	84,012
Carrying amount			
At 31 March 2024	-	1,197	1,197
At 31 March 2023	-	1,596	1,596

16 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	1,779	557
Prepayments and accrued income	2,338	2,238
	4,117	2,795

FAIR SHARES GLOUCESTERSHIRE

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

17 Cash at bank and in hand

	2024 £	2023 £
Bank current account	318,153	325,592
Petty cash	3,538	3,145
	<u>321,691</u>	<u>328,737</u>

18 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Deferred income	19	79,368	110,440
Trade creditors		2,540	3,341
Accruals and deferred income		2,100	2,000
		<u>84,008</u>	<u>115,781</u>

19 Deferred income

	2024 £	2023 £
Arising from Deferred Income	<u>79,368</u>	<u>110,440</u>

FAIR SHARES GLOUCESTERSHIRE

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

20 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds			
	Balance at 1 April 2023	Incoming resources	Resources expended	Balance at 31 March 2024
	£	£	£	£
BTNP	2,297	5,250	(6,773)	774
Gloucester	84,483	127,656	(137,805)	74,334
Network Crafts Group	4,794	946	(629)	5,111
New Vehicles	2,168	20,325	-	22,493
Stroud	38,313	27,490	(45,353)	20,450
Vehicles	-	1,455	(1,455)	-
Woodworking	1,558	-	(488)	1,070
Young People's Project	10,293	41,132	(20,110)	31,315
	<u>143,906</u>	<u>224,254</u>	<u>(212,613)</u>	<u>155,547</u>

Unrestricted funds

	Balance at 1 April 2023	Incoming resources	Resources expended	Balance at 31 March 2024
	£	£	£	£
Support	70,085	16,866	(3,425)	83,526
Woodworking	3,356	790	(222)	3,924
	<u>73,441</u>	<u>17,656</u>	<u>(3,647)</u>	<u>87,450</u>

21 Analysis of net assets between funds

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
At 31 March 2024:			
Tangible assets	1,197	-	1,197
Current assets/(liabilities)	86,253	155,547	241,800
	<u>87,450</u>	<u>155,547</u>	<u>242,997</u>

FAIR SHARES GLOUCESTERSHIRE

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

21 Analysis of net assets between funds

(Continued)

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 March 2023:			
Tangible assets	1,596	-	1,596
Current assets/(liabilities)	71,845	143,906	215,751
	<u>73,441</u>	<u>143,906</u>	<u>217,347</u>

22 Cash generated from operations

	2024 £	2023 £
Surplus for the year	25,650	19,697
Adjustments for:		
Depreciation and impairment of tangible fixed assets	399	1,213
Movements in working capital:		
(Increase)/decrease in debtors	(1,322)	5,660
(Decrease) in creditors	(701)	(14,515)
(Decrease)/increase in deferred income	(31,072)	64,553
Cash (absorbed by)/generated from operations	<u>(7,046)</u>	<u>76,608</u>

Accounts

Charity Registration No. 1110418

Company Registration No. 04938680 (England and Wales)

FAIR SHARES GLOUCESTERSHIRE
ANNUAL REPORT AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

FAIR SHARES GLOUCESTERSHIRE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	A Cathles J Cigman P Gifford J Lewis M Smith	
Secretary	S Martin	(resigned 6 April 2023)
Charity number	1110418	
Company number	04938680	
Principal address	Chequers Bridge Centre Painswick Road Gloucester GL4 6PR	
Registered office	Chequers Bridge Centre Painswick Road Gloucester GL4 6PR	
Independent examiner	Griffiths Marshall Beaumont House 172 Southgate Street Gloucester Gloucestershire GL1 2EZ	
Bankers	Unity Trust Bank Plc Four Brindley Place Birmingham B1 2JB	

FAIR SHARES GLOUCESTERSHIRE

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FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees present their report and accounts of the charity for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The charitable company's objects are

1. The relief of poverty, sickness and distress for the particular, but not exclusive, benefit of the community of Gloucestershire.
2. The advancement of education and training of the community by means of encouraging and promoting the practice of 'Fair Shares' within Gloucestershire and further afield particularly for those persons who are disadvantaged and vulnerable, such as young persons, older people and the unemployed, and who are in need of such community initiatives and support.

We deliver these objectives through Time Banking. Time Banking is a process which supports and strengthens communities and community involvement. Individuals give their time to help with everyday tasks and in return can ask for and receive help. Everyone's time is of equal value and anyone can get involved.

Fair Shares Gloucestershire administers two Time Banks in Gloucester and Stroud district.

Our key objectives are to:

1. Strengthen the work of Fair Shares in our existing time banks in Gloucester and Stroud
2. Develop new sources of funding so that we are less dependent on grants
3. Make strong partnerships with other local organisations
4. Get more participants actively involved in how Fair Shares works and in planning for the future
5. Get better at marketing and communicating our values and sharing information about what Fair Shares does
6. Make best use of the resources we have

Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charitable company should undertake.

The charitable company's policy is to consult and discuss with employees any significant developments in the running of the organisation, its management and operational structure, financial situation and in the development of delivery plans.

Who we are

Fair Shares was the first Time Bank in the UK, established in 1998. We use a reciprocal process, working with local people in building communities.

We work collaboratively with individuals, organisations and partners to promote positive and enduring relationships. Together we find out what communities want and how we can all achieve this by supporting each other. These skills foster new projects as well as maintaining and strengthening existing work.

Fair Shares benefits from committed, knowledgeable and experienced staff, participants and board of Trustees. Together they have helped develop and nurture the organisation over the past 24 years.

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2023

What is Time Banking

Time Banking offers a different approach to valuing time; by supporting individuals to recognise their skills and the contribution they can make to improving their community. Time banking provides opportunities for people to share their time, whether that is on an individual basis, one to one, or in group situations. Its purpose is to bring people together, overcome loneliness, social isolation, build confidence and skills, benefiting both those receiving and giving. This includes activities such as decorating, gardening, shopping, giving lifts, helping with household chores, light DIY, reading, going to the cinema together, helping at the allotment or lunch group, supporting others to go on walks and much more.

The careful arrangements and 'matching' by Time Brokers is very important to ensure the safety and sustainability of the work. Many of our participants have experienced isolation and loneliness whether that is as a result of their health conditions, limited resources or life experiences. We know that friendships develop through one to one and group interactions.

Group activities help people to overcome loneliness, isolation and form friendships through engagement in meaningful activity. All our activities are based on reciprocity. People support one another to organise and help to run sessions. All our activities develop from participant involvement.

"I feel I am able to make a contribution which makes me feel valued, that I have got something to give"

We have two Time Bank locations:

Gloucester Time Bank is located close to the city centre but within a short distance of four wards; Barton & Tredworth, Matson & Robinswood, White City and Coney Hill, areas which are amongst the most deprived neighbourhoods in the county. Fair Shares' main office, based at The Friendship Café, Painswick Road, Gloucester is the central hub of the organisation, with access to space to hold weekly events, a woodwork shop, and this is where our vehicles are based; it is close to an allotment space that the community is developing, at St James City Farm.

Stroud Time Bank includes the wider Stroud District but primarily focuses activity in Stroud Town and Stonehouse. Stroud Time bank facilitates one to one activities and group activities and has developed particular expertise in working with people with physical and mental health conditions including dementia and memory impairment, their families and carers.

Achievements and performance

In the year 2022 - 2023 over 1700 people were involved in Fair Shares, with over 300 active participants banking their time through the following activities:

- Lunch Group
- Craft Group
- Woodwork Group
- Allotment Group
- Gentle Walks
- Chance to Chat
- Memory Boxes
- Holiday Activities and Food (HAF)
- Group Trips
- 1:1 Time banking exchanges
- Youth Programme

Summary of our Key Achievements in 2022- 2023

- 1,400 hot meals served to our local community in Gloucester
- 294 woodwork sessions provided
- 11 group trips using our mini bus
- 187 school children visited our allotment
- 33 core participants gave their time maintaining our allotment for community use
- 1700 people were involved in a Fair Shares Time Banking project or exchange

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2023

Gloucester

Allotment:

Our allotment engages with a wide range of people across the community from many different countries, across ages and cultures. We have a diverse range of regular participants, from adults aged between 20 and 80, to children, families, and school groups.

"This has been a positive experience for me as an isolated person with few connections to Gloucester. I have been coming to the allotment since May 2022 and have found patience and acceptance there alongside many unique stories."

The maintenance and upkeep of our allotment is thanks to our Community Allotment Project Development Worker and a core group of around 33 regular participants, who, over 574 sessions, have contributed their time to every element of its upkeep. Most participants who attend report some physical or mental health problems and/or some have a sense of exclusion or loneliness/ lack of social contact within their community. Participants have spoken of how the allotment sessions have provided a structure and meaning to their week and provides some positive social engagement and support.

Since March 2022, a regular group of participants seeking asylum in the UK from Central America have been attending. They report the allotment has helped them begin to feel part of and contribute to their local community, has supported their learning of English and provided a welcoming social environment.

"It feels good to be part of a community of diverse folk and to contribute towards that. There is also a cultural exchange of sorts – many people of differing backgrounds and circumstances share their time, techniques and recipes."

785 adult visitors and 380 children came to the allotment during the year.

Allotment: School Visits: The allotment works with a range of local schools and youth provision. It co-hosted some special sessions with a play therapist in January and February 2023 working with children from 2 schools suffering from anxiety.

Other local schools use our allotment for children to explore the space, learn about growing, nature and hands-on activities such as planting, trying fruit and vegetables and arts & crafts.

"The children love it here; they really enjoy all the activities and talk about things they've learned back at school and at home."

There were 15 school visits which brought along 187 children.

Allotment: Events and collaborations: We have also held a number of free workshops and activities for families over the year, including: A 'Making Bird Feeders', Pebble Painting, HAF activities, Spring Trail, Clay Creatures, Pumpkin Carving, a Community Litter Pick, totalling over 333 children and 155 adults attending these activities.

"Coming to the allotment has been a huge benefit to me. When I first moved to Gloucester I didn't know anyone and wasn't working because of some health issues. The allotment has been a haven of companionship, enjoyable activity and time spent outdoors in a beautiful environment. A year on, I've got a part-time job and feel I'm becoming part of my community."

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2023

Craft / Art Group

The craft group provides opportunities for people to share and learn new creative skills, in a sociable, supportive environment, and many develop friendships.

Most participants are isolated, suffer from mental ill health including anxiety, agoraphobia, or depression, complex learning disabilities, and long term physical health conditions. Two are recently bereaved after long periods as carers, and are looking to re-establish a social and interesting life for themselves. They contribute to supporting each other by using their life experiences, skills and time.

"I feel I am able to make a contribution which makes me feel valued, that I have got something to give"

The art group makes participants feel supported and comfortable to be around friendly faces. Many also join on Fair Shares trips, increasing their social activity with an organisation they trust, enjoying being part of an inclusive and friendly culture. Many people have built relationships with staff at Fair Shares, asking for guidance, practical help and support.

The group work also provides opportunities for discussion of wider issues such as tolerance and empathy understanding people from different communities and backgrounds. It provides a safe space for them to voice their thoughts and feelings providing opportunities to address issues as they have arisen through conversation in the group.

In total, we have reached 24 regular participants who attended a total of 40 craft group sessions

"It was a big step coming here and it's not always easy. I'm still not able to do many other things such as go up to town by myself. I feel relaxed at the art group and I look forward to catching up and seeing my friends. I'm not pressured to do something if I don't feel able to and everyone is willing to help one another. We made decorations for the Christmas party which I really enjoyed. It was good to feel we were making a contribution to something else."

Wood Workshop

The wood workshop's primary purpose, like all our other activities, is to provide an inclusive, accessible, welcoming space for the community. Many who attend report mental and or physical barriers in accessing some services, but report the workshop is a place they feel accessible and welcomed to. The workshop is well equipped and is suitable for people with and without experience of woodwork.

"It saved my life. This is my happy place"

The age of the group ranges from 14 to mid 80s, includes a range of genders, ethnicities and people with additional physical needs.

For some it provides an opportunity to make things for themselves, whilst others get involved in community-based activities. For all there is a social dimension to the work. They support one another, give advice, and feel part of a community with opportunities to get involved in other activities, joining the lunch group, helping at the allotment and joining Fair Shares outings.

The range of community activities the workshop has developed includes:

- Making an aviary for a woman with mental health issues to keep her birds
- Constructing a Jubilee bench for the council
- Planters & Sandpit and Benches for Al-Ashraf School Primary school
- Benches for Oxstalls community allotment, used by NHS workers, and Parry park
- Building a rain garden for Gloucestershire Wildlife Trust at Friendship café
- Making display stands for the Folk Museum
- Making planters and raised beds for Fair Shares Community Allotment at St James City Farm
- Making mini planter kits for Gloucestershire Wildlife trust, and making Butterfly 'no cut' meadow signs

In total, we have reached 25-30 regular participants attending weekly, a total of 294 woodwork group sessions.

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2023

Lunch group

Our weekly lunch club provides a hot meal and a social event for a multigenerational, diverse group of local people. It is an open community lunch where people benefit from it in different ways. In total we have reached 25-35 regular participants attending weekly, a total of 40 weekly lunches.

Over the course of this year, different people in the group have slowly grown into roles for specific tasks for the lunch group: self-organising into roles including chefs, service and clearing, and tidying up. Other people in the community have joined, from the owner of a local Afro Caribbean restaurant bringing a meal regularly and a group of Central American refugees involved in the allotment preparing a traditional meal for the group. Participants have organised arranging transport for those who couldn't attend without.

Support workers from other external organisations, especially NHS Recovery groups, often bring people to the lunch as a gentle way of introducing them to Fair Shares and community activity. Some local PCSOs join occasionally, helping to foster positive community relations and greater understanding of the local community.

Trips and outings

We provide opportunities for people to visit locations and attractions that would ordinarily be inaccessible, due to financial barriers, transportation limitations and confidence. Using our minibus, we provide these social events to both support people in experiencing new locations. It also facilitates social interactions for communities to meet whilst increasing their support network by talking to others. People often share issues with staff members on these occasions, providing an opportunity for Fair Shares to get to know our participants more. Trips include The Pitt Rivers Museum in Oxford, Weston Super Mare, Bath Christmas Market, Castle Fruit Farm in Newent, amongst others.

"Days like this are really important, taking you out of the everyday normal things. I get to find out what I'm interested in. All my life I never even realised the different things that interested me. I've been a mum, a worker, a gran, but I even said to my kids, I'm only just finding out who I am. I've spent my whole life just doing things without taking time out to explore myself and my interests so days like this mean a lot."

During this financial year we also undertook a range of additional activities in Gloucester, adding value to our programmes:

Nourishing Gloucester: Between January and June 2022, Fair Shares delivered the Gloucester City Council Nourishing Gloucester programme providing food vouchers, paying utility bills and ordering essential white goods. We supported over 300 families through this programme.

The Hotspots Network Project: funded by Thirty Percy, this year two of a three year project brings together Gloucestershire-based voluntary & community-based partners (Fair Shares, GL11, Gloucestershire Gateway Trust, The Grace Network and Building Communities). They are working together to research and demonstrate how working with communities to facilitate community economic plans, social enterprises and direct working within defined communities can enable communities to become more thriving and sustainable.

Barnwood Trust: We are one of several organisations the Barnwood Trust have identified to act as referral organisation for their grants programme.

Greening Barton Street: We are working with Gloucestershire Wildlife Trust to increase biodiversity in Barton Street, a part of the City with the lowest access to green spaces. Planters have been installed along the street and Fair Shares is working with the local community to add plants and develop partnerships to ensure the planters are maintained, utilised and cared for by the local community.

Donated food: Each week we have received donations of fresh fruit and vegetables from a food supplier which is then distributed to local families and food groups, supporting 10-15 local families and 3-4 local food groups. More recently the supplier has had to reduce the amount of food delivered so that we now support around 8-10 local families.

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2023

Gloucestershire County Council Holiday Activities and Food (HAF) programme: Fair Shares has been part of the Gloucester Delivery Partnership for the Easter, Summer and Winter programmes. Easter and Summer activities were held at the Allotment, providing nature based events for children aged 3-10 along with archery at Friendship café. The Winter event was a Christmas party held at Friendship café which included soft archery, craft activities and party games. Over 150 children joined these activities. These activities engage children and form an introduction to many parents to Fair Shares

Fair Shares Vehicles: Fair Shares has a minibus and transporter van. The van is used by the Fair Shares team to carry goods and project materials. The minibus is used widely, for trips and by participants and partner organisations who wouldn't ordinarily have access to transport.

Christmas Party: We held a Christmas party for around 70 participants, which was the first time in 3 years.

"Thank you for not forgetting me, humbled by my invitation. Thoroughly enjoyed the whole event – stay blessed. I started coming a year ago and I love it, love doing the woodwork group and meeting new people-saves being at home alone."

GEM (Going the Extra Mile): The GEM Project aims to engage with and support individuals within Gloucestershire who are currently dealing with circumstances that are potentially causing barriers to work, and move these people closer towards education, training or work, including self-employment through a partnership of community organisations. Fair Shares employed one of the Navigator Developers whose role was to support people on their journey towards finding appropriate employment. The project ended in December 2022.

Stroud Time Bank

The Stroud Time bank is different to our Gloucester time bank. It focuses on sharing information, resources and integrating lonely or isolated people in the community so they become active and engaged. Many of our Stroud participants are older, have long term health conditions and continued to isolate or shield following the cessation of Covid restrictions which limited our capacity to offer in person support.

The Stroud Time Bank has developed a reputation and expertise in developing walks that are suitable for people with long-term health conditions, including dementia and other memory impairments, and mobility issues.

Stroud Gentle Walks

Fair Shares organise Gentle Walks in Stratford Park in Stroud twice a month, meeting beforehand for a coffee and chat. The walks, whether taking place inside the museum due to weather, or outdoors, are suitable for those with limited mobility, those living with long term conditions and various stages of dementia

Between 10-15 people attend the walks, 7-12 are people living with long term conditions and family carers, with 60 different people attending over the year.

The walks around the museum are highly enjoyable, museum artefacts often spark reminiscence stories from those involved.

There are 4 regular participants that support leading the group, including a former family carer who took his mum on the walks before she passed away, and has continued to contribute ever since.

Fair Shares was part of the co-ordinated Dementia Action Week involving Gloucester Health & Care NHS Foundation Trust, Gloucester NHS Dementia Training & Education Team.

Stonehouse Walks

Fair Shares and All Pulling Together (local community support organisation) organised, produced and distributed a joint leaflet advertising APT's Family Fun walk and Fair Share's Accessible walk as part of the Stonehouse Walking Festival. 10 people took part in the accessible walk including 5 people living with long term conditions, 3 family carers, and 2 participant leaders.

'The walk was really interesting because I've lived here donkey's years but I've never been down there before.'

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2023

Fair Shares also works cooperatively with the boating charity Cotswold Boatmobility in Stonehouse, referring participants to their activities and into volunteering with the charity.

Nailsworth Walks

Four walks took place at the Matara Centre near Tetbury, which is dedicated to promoting well-being and from Egypt Mill in Nailsworth. On average 7 people living with dementia attended, with 4 family carers and 4 participants regularly leading the group. A total of 26 different people enjoyed the walks.

Chance to Chat

Chance to Chat postcards are a resource to help alleviate loneliness and help support relationships for anyone facing difficult circumstances, not just those affected by dementia. These Postcards reinforce the idea that people living with dementia can still contribute significantly to our community, by passing on memories of social importance.

An online training session about the impact and use of the postcards took place with 8 Guidedpost carers from Herefordshire, Oxfordshire and Gloucestershire. We also led a session at the Fig Tree memory café in Stonehouse.

One person living with dementia was a train spotter and the postcard of a train leaving Stroud Station brought memories flooding back. He remembered his old train spotters book, now worth £560. He took the postcard to send to a friend.

The Stroud Time Broker has continued to work with the Glos NHS Dementia Training and Education Team (DTET) and Glos Dementia Alliance in delivering Fair Shares led training sessions for Chance to Chat to care and health staff around the county.

Specific Support for those Affected by Dementia

Fair Shares works closely with Nailsworth Dementia Action Alliance, working with their volunteers, care and community staff and local groups to promote awareness about dementia and support public information events, dementia friendly walks and offer chance to chat training.

Fair Shares supported the accessible arts festival, designed for anyone who may struggle to access art events. The Stroud Time Broker organised a workshop about accessible art and showed a film about the changing nature of dementia and the experiences of carers. Fair Shares supported an Accessible Sensory walk led by visually impaired walk leaders with 6 groups of 5. It inspired people to be consciously aware of your senses while on the walk, smelling plants, listening to birds, touching plants and objects.

As part of Gloucestershire Dementia Alliance, Fair Shares is networked with statutory and voluntary groups around the county, offering training and resources to develop gentle walks and Chance to Chat postcards.

Stonehouse Community Work

Our Allotment in Stonehouse offers weekly sessions and is run by a Fair Shares participant who manages the plot and supports other participants. During term time 3-4 students from the Apperley Centre, (an education provider for young people with special educational needs) give their time at the allotment to support their community integration work.

'It helped their students feel like useful members of the community, giving them a huge boost of self-worth and also improving their concentration levels.'

Older residents regularly attend these sessions. They report how valuable they find working on the allotment and feel they are making a contribution to the community whilst gaining social contact. It provides opportunities for students to interact with people without disabilities, whilst older residents report a sense of fulfilment in being able to support and interact with younger people, taking pleasure in seeing the students thrive.

Regular coffee mornings took place at Wynn's Café, an opportunity for the socially isolated to meet and have a chat over coffee. It has an important role in maintaining mental health and well-being.

'It's the only time I get out, have a laugh and a chat. I can take the dog with me, which is brilliant. Afterwards I have a smile on my face.'

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2023

Community Support at the Top of Stroud

Fair Shares work alongside local residents who have set up an under 5s Tots Group in the building next to Parliament St Children's Centre. This has been a huge boost to the community including to some older grandparents who can now accompany their grandchildren to a local activity.

Our Stroud Time Broker has supported fundraising events for the group, contributing to the cost of materials. Fair Shares Stroud has also acquired and transported a new shed to store the group's equipment safely, sourced a much needed fridge, and encouraged local people to participate in the groups facilitation.

The Stroud Time Broker has worked closely with a Food Bank that has been started in the centre, and the Town Council's community support worker.

Supporting Community Work in the Whiteshill Area of Stroud

A local voluntary group set up a community hub in an area with few community facilities. Fair Shares has organised regular coffee mornings, indoor games sessions, quiz nights and a choir. Working alongside a town councillor, our Stroud Time Broker has run a reminiscence session for local older residents using Chance to Chat material, sourced equipment to support their events and successfully encouraged people to join in these activities.

Trips and holidays

In April, Fair Shares organised a trip for 6 people from Stonehouse with long-term health conditions to visit the Forest of Dean to enjoy the flowering of wild daffodils. For most people it was their first trip out since the Covid pandemic and one person had hardly left her house for 2 years due to non-Covid health complications.

'It's so lovely being out in the fresh air I haven't been out for ages.'

In the Spring 2023 our Stroud Time Broker facilitated a trip to see the snowdrops for 9 people, 7 of whom are living with long-term conditions that restrict their ability to use public transport, providing a rare opportunity to get out and experience the countryside.

Bournemouth Holiday

Fair Shares organised a holiday for those struggling with mental health, physical and learning disabilities and those struggling financially. Many had been socially isolated during Covid, and needed a break, but were struggling financially.

In September, 9 people (7 people living with disability or long term conditions, 1 family carer and one participant lead) spent an enjoyable few days in Bournemouth.

Other Community Work

Fair Shares continued to be involved with the Know your Patch network, involving many local statutory and voluntary groups, sharing knowledge and skills to improve community support in the district. The Stroud Time Broker has worked cooperatively with the district and town council, Social Prescribers, and voluntary groups to support the various community hubs in the district.

Key Partnerships

Our work in Gloucester and Stroud to support people throughout the year has been achieved by working in partnership with other local charities and community organisations, the statutory sector and private businesses and the local community. A number of organisations supported us throughout the whole year and we do want to thank them:

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2023

- All Pulling Together, Stonehouse
- Barnwood Trust
- Gloucester City Council
- Gloucester Services
- Gloucestershire County Council
- Gloucestershire Gateway Trust
- Gloucestershire Mental Health Team
- Gloucestershire Wildlife Trust
- Mudwalls Farms Ltd
- Museum in the Park, Stroud
- Nailsworth Dementia Action Alliance
- NHS Dementia Training and Education Team
- The Apperley Centre
- The Friendship Café
- The Venture Community Hub
- Top of Town (ToTs) Community Group
- Stroud District Council
- Stroud Town Council
- Whitehill and Ruscombe Community Hub
- Wynn's café, Stonehouse
- Young Gloucestershire

We are especially thankful for our creative, supportive, helpful participants who give so much to the community.

Equality and Diversity - Fair Shares welcomes everyone from whatever background, heritage, religion, age and life experience. Our workforce encompasses people from different heritages, Muslim, Jewish, White British, and includes people with disability and lived experience of mental health problems. We reach people from a wide range of backgrounds including older people aged 60+, children and young people between the ages of 3-25, people with mental and or physical health conditions, people with learning difficulties, people from different religions and heritages, Muslim, Hindu, refugees from Iraq, Honduras, El Salvador, those with experience of the criminal justice system. We don't always capture data about heritage and background as this can create barriers and make people feel unwelcome. We know there is more work to do, and always strive to reach more and different communities. Fair Shares has been recognised as an Inclusive Employer by Inclusive Gloucestershire.

Sustainability - Sustainable development requires an integrated approach that takes into consideration environmental concerns along with economic development. Fair Share's approach to sustainability is to minimise our impact on the environment by reusing and repurposing materials and resources whilst maintaining our ability to continue to deliver our activities safely and efficiently.

We do this by:

- Sharing time with one another
- Reusing wood wherever possible
- Utilising second-hand resources, such as sheds, paving materials, plants
- Growing Organic, herbicide and pesticide free plants
- Composting
- Walking or using a pedal bike where practical
- Encouraging others to be more environmentally minded

In common with many other small local charities, Fair Shares continues to operate in a challenging financial environment. However, we continue to have a strong relationship with our funders who support our projects, and funders have been very responsive to the demands that the Covid-19 pandemic created. Partnerships are developing and we are identifying resources that can be shared between organisations and communities. The CEO has supported a talented, resourceful staff team which has enabled the continuation of our core time banking work.

We are focusing on maximising the resources we have by being efficiently organised, planning strategically, evaluating our effectiveness, working with partners and reusing or recycling where possible. We also seek new sources of funding when possible to avoid being too reliant on existing funders, and actively seek unrestricted funding that will support core costs and enable us to be as flexible as possible in response to unforeseen changes.

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2023

In addition, Fair Shares also provided accountancy and payroll services to several small local organisations, which provided further unrestricted funding.

Financial review

All restricted funds (monies awarded by Trusts and Local Authorities for specific projects), the basis of all of our applications, are spent in accordance with the conditions of the funding unless otherwise agreed with the grant provider.

Total Income in the year was £249,908 up from £230,790 in the 2021-2022 financial year, an increase of £19,118. As in previous years the majority of our income was restricted funding.

Total Expenditure in the year was £230,211 up from £223,514 in the 2021-2022 financial year, an increase of £6,697.

At the end of the year our unrestricted reserves were £73,441. Our unrestricted reserves are equivalent to between four and four and half months of operating expenditure at the end of the year. Our longer term objective is to maintain unrestricted reserves between three and six months of operating expenditure.

Reserves Policy

Fair Shares has a systematic approach to reviewing policies, led by trustees, to ensure they remain current and relevant. The formation of the Finance Committee has led to a review of the finance related policies: Reserves Policy, Financial Procedures Policy and Salaries policy. As a small charity, heavily reliant on income from grants we need Reserves in order to manage unforeseen emergencies, provide short-term funds to overcome deficits in a cash budget, manage liabilities in the event of closure of the organisation and provide short term funding and to deliver planned commitments.

In developing the reserves policy Trustees consider risk and likelihood of risks occurring, balancing that with the capacity of the organisation to hold sufficient funds as unrestricted Reserves. In assessing the level of unrestricted reserves required, the amount and availability of accessible restricted funds is also considered.

Reserves requirements are reviewed by the Main Board of Trustees at least every six months and more frequently at Finance Committee meetings. The aim is to maintain at least three to six months operating costs.

Financial monitoring

- To monitor Fair Shares income and expenditure throughout the year against the annual budget plan.
- To receive financial activity and budget monitoring reports at each committee meeting.
- To approve any budgetary adjustments that will from time to time be necessary in response to changing circumstances.
- To report back to each meeting of the full board of trustees and to alert them of potential problems or significant anomalies.

Structure, governance and management

The charitable company is a company limited by guarantee, it was incorporated on 21 October 2003. It has no share capital and is a registered charity. The guarantee of each member is limited to £1.

Fair Shares continue to seek additional Trustees, especially trustees who represent different aspects of our communities. We have a Finance Committee which comprises two trustees and the CEO, with the Finance Officer supporting the committee. The committee meets at least 6 times a year, and usually more often and reports to the main Board of Trustees.

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2023

The terms of reference are:

- To support the Fair Shares board of Trustees in carrying out its responsibilities in relation to the Fair Shares budget and finance.
- To establish and maintain a three year financial plan, taking into account the priorities of the Fair Shares Strategy and any available information on the future economic environment, changes in legal requirements or charity commission guidance.
- To draft on behalf of the board of Trustees and propose to the board of trustees for adoption an annual budget taking into account the priorities of the Strategy.
- To ensure that sufficient funds are set aside to meet all liabilities and risks and make sure there is an adequate and sustainable reserves policy.
- To review, adopt and monitor all Financial Policies.
- To have an advisory role in reconciling the financial elements of the annual plan in line with the budget and business plan elements.
- To advise the board of Trustees in respect of financial implications of existing contracts, and new contracts being considered.

In addition we contract with HR People Support to provide HR and wider management advice.

Trustees are elected to serve a period of three years after which they must be re-elected at the next Annual General Meeting.

Trustees seek to ensure that participants are appropriately represented through the diversity of the trustee body. This is achieved by encouraging participants to become trustees. None of the Trustees has any beneficial interest in the company. There have been no changes to the Board of Trustees in 2022-2023. The Board of Trustees met on 9 occasions in addition to the 2022 - 2023 Annual General Meeting.

The day to day decisions for the running of the organisation are made by the CEO with reference to Trustees as and when required. Fair Shares employed 9 people along with 1 self-employed contractor during this financial year. The total staff hours equate to 5.4 full time staff.

Trustees make the decisions in relation to overall strategic direction and those with a significant financial implication such as the use of the reserves.

The Trustees have assessed the major risks to which the charitable company is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

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

A Cathles

J Cigman

P Gifford

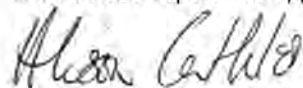
J Lewis

M Smith

R Boseley

(Resigned 18 July 2022)

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



A Cathles

Joint Chair of Trustees



J Cigman

Joint Chair of Trustees

24 July 2023

FAIR SHARES GLOUCESTERSHIRE

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees, who are also the directors of Fair Shares Gloucestershire for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

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

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the 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.

FAIR SHARES GLOUCESTERSHIRE

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF FAIR SHARES GLOUCESTERSHIRE

I report to the Trustees on my examination of the financial statements of Fair Shares Gloucestershire (the charitable company) for the year ended 31 March 2023.

Responsibilities and basis of report

As the Trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

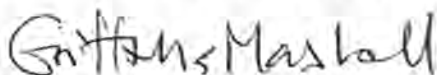
Having satisfied myself that the financial statements of the charitable company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charitable company's financial statements carried out under section 145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

Independent examiner's statement

I have completed my examination. I confirm that no 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 charitable company as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements 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 (FRS 102).

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 financial statements to be reached.



Griffiths Marshall

Beaumont House
172 Southgate Street
Gloucester
Gloucestershire
GL1 2EZ

Dated: 24 July 2023

FAIR SHARES GLOUCESTERSHIRE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes						
Income and endowments from:							
Grants and donations	3	10,709	172,356	183,065	11,581	131,830	143,411
Incoming resources from charitable activities							
Woodworking Income	4	-	900	900	-	1,815	1,815
Other trading activities	5	8,245	31,197	39,442	9,652	24,510	34,162
Other income	6	-	26,501	26,501	319	51,083	51,402
Total income		18,954	230,954	249,908	21,552	209,238	230,790
Expenditure on:							
Raising funds							
Costs of generating funds	7	-	2,693	2,693	-	2,562	2,562
Charitable activities	8	3,971	223,326	227,297	3,537	217,206	220,743
Other	10	221	-	221	209	-	209
Total resources expended		4,192	226,019	230,211	3,746	219,768	223,514
Net incoming resources before transfers		14,762	4,935	19,697	17,806	(10,530)	7,276
Gross transfers between funds		2	(2)	-	3	(3)	-
Net income for the year/ Net movement in funds		14,764	4,933	19,697	17,809	(10,533)	7,276
Fund balances at 1 April 2022		58,677	138,973	197,650	40,868	149,506	190,374
Fund balances at 31 March 2023		73,441	143,906	217,347	58,677	138,973	197,650

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

FAIR SHARES GLOUCESTERSHIRE

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	14		1,596		2,810
Current assets					
Debtors	15	2,795		8,455	
Cash at bank and in hand	16	328,737		252,129	
		331,532		260,584	
Creditors: amounts falling due within one year	17	(115,781)		(65,744)	
Net current assets			215,751		194,840
Total assets less current liabilities			217,347		197,650
Income funds					
Restricted funds	20	143,906		138,973	
Unrestricted funds		73,441		58,677	
		217,347		197,650	

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023.

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

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

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

The financial statements were approved by the Trustees on 24 July 2023



A Cathles

Joint Chair of Trustees



J Cigman

Joint Chair of Trustees

Company Registration No. 04938680

FAIR SHARES GLOUCESTERSHIRE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash generated from operations	23		76,608		55,869
Net cash used in investing activities			-		-
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			76,608		55,869
Cash and cash equivalents at beginning of year			252,129		196,260
Cash and cash equivalents at end of year			328,737		252,129

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Company information

Fair Shares Gloucestershire is a private company limited by guarantee incorporated in England and Wales. The registered office is Chequers Bridge Centre, Painswick Road, Gloucester, GL4 6PR.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charitable company is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

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

The charity holds restricted and unrestricted funds.

Unrestricted funds are used for the general purposes of the charity.

Restricted funds are used only for the particular purpose for which they are intended.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charitable company.

1.4 Incoming resources

Income is recognised when the charitable company is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charitable company has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is measured at the fair value of the consideration received or receivable and represents amount receivable for goods and services provided in the normal course of business.

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.5 Resources expended

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Resources expended are recognised in one of the following three categories on the subsequent basis

Generating funds: Costs incurred to help the charity generate incoming resources through the sale of goods from shops, including repairs and maintenance.

Charitable Activities: resources used to help the charity meet its main aims and objectives and provide care for the general public.

Governance Costs: Subsequent costs of financing the charity and meeting our statutory requirements

1.6 Tangible fixed assets

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

Tangible fixed assets for the use by the charity are capitalised on acquisition based on the nature of the asset. Any asset that has a value of lower than £1,000 is treated as an expense in the year of acquisition.

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

Fixtures, fittings & equipment	3 Years straight line
Motor vehicles	25% Reducing balance

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

1.7 Impairment of fixed assets

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

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised immediately in income/ (expenditure for the year, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately, unless the relevant asset is carried in at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

2 Critical accounting estimates and judgements

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

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

3 Grants and donations

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Donations and gifts	709	4,229	4,938	1,581	849	2,430
Grant income	10,000	168,127	178,127	10,000	130,981	140,981
	<u>10,709</u>	<u>172,356</u>	<u>183,065</u>	<u>11,581</u>	<u>131,830</u>	<u>143,411</u>
Donations and gifts						
Donations	709	4,229	4,938	1,581	849	2,430
	<u>709</u>	<u>4,229</u>	<u>4,938</u>	<u>1,581</u>	<u>849</u>	<u>2,430</u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

3 Grants and donations

(Continued)

Grant income	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2023	2023	2023	2022	2022	2022
	£	£	£	£	£	£
Active Gloucestershire	-	1,750	1,750	-	2,772	2,772
Allen Lane Foundation	-	3,000	3,000	-	-	-
Anonymous	10,000	10,000	20,000	10,000	10,000	20,000
Barnwood Trust	-	1,345	1,345	-	-	-
Edward Gostling Foundation	-	-	-	-	5,000	5,000
Frognaal Trust	-	-	-	-	1,000	1,000
Garfield Weston Foundation	-	13,750	13,750	-	1,250	1,250
Gloucester City Council	-	655	655	-	5,825	5,825
Gloucester City Homes	-	500	500	-	-	-
Gloucestershire Community Foundation	-	3,000	3,000	-	-	-
Gloucestershire County Council	-	7,998	7,998	-	20,196	20,196
Gloucestershire Gateway Trust	-	20,500	20,500	-	20,150	20,150
Gloucestershire Wildlife Trust	-	5,000	5,000	-	-	-
Henry Smith Charity	-	9,160	9,160	-	1,600	1,600
National Lottery Community Fund	-	59,938	59,938	-	18,688	18,688
Office of the Police and Crime Commissioner Gloucestershire	-	4,000	4,000	-	18,000	18,000
Postcode Local Trust	-	4,631	4,631	-	12,500	12,500
St James Place Foundation	-	5,000	5,000	-	-	-
Stroud District Council	-	4,000	4,000	-	4,000	4,000
Summerfield Trust	-	2,900	2,900	-	-	-
Sydney Black	-	500	500	-	-	-
Thirty Percy Foundation	-	10,000	10,000	-	10,000	10,000
Hotspots NetworkProject	-	500	500	-	-	-
Twinkle Trust	-	-	-	-	-	-
	10,000	168,127	178,127	10,000	130,981	140,981

4 Incoming resources from charitable activities

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2023	2023	2023	2022	2022	2022
	£	£	£	£	£	£
Woodworking income	-	900	900	-	1,815	1,815

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

5 Other trading activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fees	5,593	31,197	36,790	9,317	24,510	33,827
Woodworking income	2,652	-	2,652	335	-	335
	<u>8,245</u>	<u>31,197</u>	<u>39,442</u>	<u>9,652</u>	<u>24,510</u>	<u>34,162</u>

6 Other income

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Other income	-	26,501	26,501	319	51,083	51,402
	<u>-</u>	<u>26,501</u>	<u>26,501</u>	<u>319</u>	<u>51,083</u>	<u>51,402</u>

7 Raising funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Costs of generating funds	-	2,693	2,693	-	2,562	2,562
	<u>-</u>	<u>2,693</u>	<u>2,693</u>	<u>-</u>	<u>2,562</u>	<u>2,562</u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

8 Charitable activities

	2023 £	2022 £
Staff costs (see note 13)	142,368	131,418
Share of support costs (see note 11)	82,673	86,925
Share of governance costs (see note 11)	2,256	2,400
	<u>227,297</u>	<u>220,743</u>
Analysis by fund		
Unrestricted funds	3,971	3,537
Restricted funds	223,326	217,206
	<u>227,297</u>	<u>220,743</u>

9 Trustees

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

10 Other

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Financing costs	221	-	221	209	-	209
	<u>221</u>	<u>-</u>	<u>221</u>	<u>209</u>	<u>-</u>	<u>209</u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

11 Support costs

	Support costs	Governance costs	2023 Support costs	Governance costs	2022
	£	£	£	£	£
Depreciation	1,213	-	1,213	804	804
Rent, rates & room hire	11,512	-	11,512	10,655	10,655
Misc. expenses	29,353	-	29,353	44,220	44,220
Postage, printing & office supplies	852	-	852	1,011	1,011
Phone, internet & computer	2,897	-	2,897	2,807	2,807
Staff travel, expenses & training	7,992	-	7,992	10,048	10,048
Project activity costs	22,924	-	22,924	11,865	11,865
Professional fees	786	-	786	13	13
Equipment	1,007	-	1,007	2,507	2,507
Evaluation & subscriptions	850	-	850	354	354
Insurances	3,287	-	3,287	2,641	2,641
Audit fees	-	2,256	2,256	-	2,400
	<u>82,673</u>	<u>2,256</u>	<u>84,929</u>	<u>86,925</u>	<u>89,325</u>
Analysis by fund					
Unrestricted funds	1,715	2,256	3,971	1,137	3,537
Restricted funds	80,958	-	80,958	85,788	85,788
	<u>82,673</u>	<u>2,256</u>	<u>84,929</u>	<u>86,925</u>	<u>89,325</u>

12 Taxation

The charitable company is exempt from corporation tax on its' charitable activities.

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

13 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Fair Shares	2	2
Stroud	1	1
Gloucester	5	3
Young People's Project	1	1
GEM Project	1	1
Total	10	8

Employment costs	2023 £	2022 £
Wages and salaries	132,794	117,329
Social security costs	2,464	2,499
Sessional staff	4,800	9,554
Recruitment	232	285
Pension costs	2,078	1,751
	142,368	131,418

Analysis by fund		
Unrestricted funds	-	-
Restricted funds	142,368	131,418
	142,368	131,418

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

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

14 Tangible fixed assets

	Fixtures, fittings & equipment	Motor vehicles	Total
	£	£	£
Cost			
At 1 April 2022	24,934	60,275	85,209
At 31 March 2023	24,934	60,275	85,209
Depreciation and impairment			
At 1 April 2022	24,252	58,147	82,399
Depreciation charged in the year	682	531	1,213
At 31 March 2023	24,934	58,678	83,613
Carrying amount			
At 31 March 2023	-	1,596	1,596
At 31 March 2022	682	2,128	2,810

15 Debtors

	2023	2022
	£	£
Amounts falling due within one year:		
Trade debtors	557	6,313
Prepayments and accrued income	2,238	2,142
	2,795	8,455

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

16 Cash at bank and in hand

	2023 £	2022 £
Bank current account	325,592	250,673
Credit Card	-	4
Petty cash	3,145	1,452
	<u>328,737</u>	<u>252,129</u>

17 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Deferred income	19	110,440	45,888
Trade creditors		3,341	17,856
Accruals and deferred income		2,000	2,000
		<u>115,781</u>	<u>65,744</u>

18 Retirement benefit schemes

Defined contribution schemes

The charitable company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund The People's Pension.

The charge to profit or loss in respect of defined contribution schemes was £2,078 (2022 - £1,751).

19 Deferred income

	2023 £	2022 £
Arising from Deferred Income	<u>110,440</u>	<u>45,888</u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

20 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 31 March 2023
	£	£	£	£	£
BTNP	1,018	5,344	(4,064)	(1)	2,297
Covid Response	3,695	18,000	(21,695)	-	-
GEM Project	10,397	16,473	(26,870)	-	-
Gloucester	70,595	125,447	(111,559)	-	84,483
Network Crafts Group	3,914	900	(20)	-	4,794
New Vehicles	2,056	112	-	-	2,168
Stroud	35,759	47,660	(45,106)	-	38,313
Vehicles	-	1,789	(1,789)	-	-
Woodworking Restricted	1,558	-	-	-	1,558
Youngs People's Project	9,981	15,229	(14,916)	(1)	10,293
	<u>138,973</u>	<u>230,954</u>	<u>(226,019)</u>	<u>(2)</u>	<u>143,906</u>

Unrestricted funds

	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 31 March 2023
	£	£	£	£	£
Support	57,972	16,302	(4,192)	3	70,085
Woodworking	705	2,652	-	(1)	3,356
	<u>58,677</u>	<u>18,954</u>	<u>(4,192)</u>	<u>2</u>	<u>73,441</u>

21 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 March 2023 are represented by:			
Tangible assets	1,596	-	1,596
Current assets/(liabilities)	71,845	143,906	215,751
	<u>73,441</u>	<u>143,906</u>	<u>217,347</u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

22 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2023 £	2022 £
Aggregate compensation	22,329	22,902

23 Cash generated from operations

	2023 £	2022 £
Surplus for the year	19,697	7,276
Adjustments for:		
Depreciation and impairment of tangible fixed assets	1,213	804
Movements in working capital:		
Decrease/(increase) in debtors	5,660	(739)
(Decrease)/increase in creditors	(14,515)	8,040
Increase in deferred income	64,553	40,488
Cash generated from operations	76,608	55,869

Accounts

Charity Registration No. 1110418

Company Registration No. 04938680 (England and Wales)

FAIR SHARES GLOUCESTERSHIRE
ANNUAL REPORT AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

FAIR SHARES GLOUCESTERSHIRE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	A Cathles J Cigman P Gifford J Lewis M Smith R Boseley
Secretary	S Martin
Charity number	1110418
Company number	04938680
Principal address	Chequers Bridge Centre Painswick Road Gloucester GL4 6PR
Registered office	Chequers Bridge Centre Painswick Road Gloucester GL4 6PR
Independent examiner	Griffiths Marshall Beaumont House 172 Southgate Street Gloucester Gloucestershire GL1 2EZ
Bankers	Unity Trust Bank Plc Four Brindley Place Birmingham B1 2JB

FAIR SHARES GLOUCESTERSHIRE

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FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

The Trustees present their report and accounts of the charity for the year ended 31 March 2022.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charitable company's governing document, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Objectives and activities

The charitable company's objects are the relief of poverty, sickness and distress for the particular, but not exclusive, benefit of the community of Gloucestershire.

The advancement of education and training of the community by means of encouraging and promoting the practice of 'Fair Shares' within Gloucestershire and further afield particularly for those persons who are disadvantaged and vulnerable, such as young persons, older people and the unemployed, and who are in need of such community initiatives and support.

We deliver these objectives through Time Banking. Time Banking is a process which supports and strengthens communities and community involvement. Individuals give their time to help with everyday tasks and in return can ask for and receive help. Everyone's time is of equal value and anyone can get involved.

Fair Shares Gloucestershire administers two Time Banks in Gloucester and Stroud district.

Our key objectives are to:

1. Strengthen the work of Fair Shares in our existing time banks in Gloucester, Stroud and Stonehouse (and not expand into other areas)
2. Develop new sources of funding so that we are less dependent on grants
3. Make our partnerships with other local organisations clear (our purpose in working with them) and strong
4. Get more participants actively involved in how Fair Shares works and planning for the future
5. Get better at marketing and communicating our values and sharing information about what Fair Shares does
6. Make best use of the resources we have

Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charitable company should undertake.

The charitable company's policy is to consult and discuss with employees, any significant developments in the running of the organisation, its management and operational structure, financial situation and in development of delivery plans.

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Achievements and performance

Staff and Participants

At the end of the year 2021 – 2022 Fair Shares employed 8 people along with 2 self-employed contractors. All employees work on part time contracts. The self-employed contractors worked 10 and 3.5 hours per week each. The total staff hours equate to 5.4 full time staff.

In June 2021 the Young People Project Worker retired due to ill health following an extended period of absence. This post has remained vacant. In September the GEM Navigator Developer resigned and a new Navigator Developer was appointed in November 2021. Throughout the year all staff were able to work from their normal place of work with arrangements to work from home as needed for the efficient management of the work and employees. As an organisation providing activity within the community working from home has been meant that activities have had to be adapted

At Fair Shares our volunteers are known as participants as all our volunteers are recognised as equal contributors, within our philosophy of reciprocity. In more usual years Fair Shares benefits from the contributions of over 200 regular participants, who share their time, skills and knowledge to build local cohesive communities of interest and place. In the year 2021 – 2022 we had over 250 active participants who gave their time to help others and supported over 1600 people.

Time Banking

Time banking offers a different approach to volunteering and values everyone's time, drawing people in by supporting them to recognise their skills and the contribution they make in their community. Fair Shares has two Time banks, one in Gloucester and one in Stroud. Time banking provides opportunities for people to share their time to help others whether that be on an individual basis, one to one, or in group situations. The purpose of the activity is to bring people together, overcome loneliness, social isolation, build confidence and skills which not only benefits the recipients but also the person giving. This includes activities such as decorating, gardening, shopping, giving lifts, helping with household chores, light DIY, reading, going to the cinema together, helping at the allotment or lunch group, supporting others to go on walks and much more.

The careful arrangements and 'matching' by time brokers is very important to ensure the safety and sustainability of the work. Many of our participants have experienced isolation and loneliness whether that is as a result of their health conditions, limited resources or life experiences. We know that friendships develop through interactions one to one and in groups. Group activities help people to overcome loneliness and isolation and form friendships through engagement in meaningful activity. All our activities are based on reciprocity. People support one another to organise and help to run sessions. All our activities develop from participant involvement.

Impact of Covid 19

By April 2021 Covid 19 was beginning to have less impact on Fair Shares activities, with most groups able to operate but with some additional safeguards including distancing between participants and initially a requirement to be vaccinated unless exempt or meeting outdoors. The most significant impact was limiting our ability to undertake one to one activity which bring people into close contact at their home. As a result, we have been unable to offer help such as general light DiY, visiting people at home. By the end of February 2022 following the removal of Covid related restrictions all activity was able to operate normally. However, the legacy of the pandemic remained as some people reported still self-isolating or continuing to take precautions due to health conditions.

Gloucester Time Bank is located close to the city centre but within a short distance of three wards; Barton & Tredworth, Matson & Robinswood, and Coney Hill, all of which have areas of deprived neighbourhoods in the county. Fair Shares' main office, based at The Friendship Café, Painswick Road, Gloucester is the central hub of the organisation, with access to space to hold weekly events, a woodwork shop, and this is where our vehicles are based; it is close to an allotment space that we are developing as a community area, at St James City Farm.

Stroud Time Bank includes the wider Stroud District but primarily focuses activity in Stroud Town and Stonehouse. The Stroud Time bank is a smaller operation than the Gloucester Time Bank with one member of staff and not having the advantage of a base within an active community centre. Stroud Time bank facilitates one to one activities and group activities and has developed particular expertise in working with people with physical and mental health conditions including dementia and memory impairment, their families and carers.

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Gloucester Time Bank Projects and Activities

Much of the year was affected by Covid outbreaks, with Gloucester regularly being a Covid 'hotspot' and as a result we were only able to undertake very limited one to one time banking for most of the year. This meant that we were unable to help with many of the general one to one working as many people were reluctant to undertake activities which brought them into close contact with others or go into people's homes, and people did not want someone to come into their home. We refocussed much of our work on food cooking and delivery and group activity where we could make arrangements that were safe for everyone.

Community Allotment - was open for three day a week, Monday, Wednesday and Thursday throughout the year when individuals could attend either alone with friends or a support worker. Attendance ranged from 45 minutes up to 5 hours depending on the individual but on average people attended for around 2 hours a session.

Adult participants range in age from 20's up to 80's and a number of participants attending have had additional needs e.g., physical and mental health issues, English as second language.

The allotment was also attended by groups from two local primary schools; Tredworth Infants and Al-Ashraf Primary school. Each session lasted for approximately 1 hour and children were given opportunities to learn about growing and the insects/wildlife on site plus engage in activities such as sowing seeds, tending plants and nature-based crafts and to explore the open space at the allotment. All sessions were organised by Fair Shares with staff from the schools attending to take responsibility for the children. In addition, the allotment hosted and supported sessions working with children from two schools, Al-Ashraf and St James primary school supporting children with anxiety and emotional well-being

16 school sessions were provided with 196 children attending and a further 7 sessions supporting anxiety and wellbeing for 11 children

The Allotment Worker presented a session to Tredworth Infants School assembly about the community allotment. The allotment also organised and hosted events mainly focused on targeting local families and children but some workshops for adults were also held. These included a Spring Trail activity, Pop-Up Plant Event, Bee & Butterfly Trail Pop-Up Plant Event, Bulb Planting Workshop, Pumpkin Carving Event, Soup & Sparklers Event, Bird Feeder Workshop, Pebble Painting Session.

In total 13 events were held with at least 155 families and 250 children attending

The allotment also provided opportunities for other organisations to get involved: it provided a placement for Gloucestershire Probation Service and a local employer Spirax Sarco came to the allotment for a team away day for 6 managers who provided valuable muscle building a fire pit and other physical repair activities. Young Gloucestershire and The Prince's Trust brought a group of 10 young adults for 4 days. The Trust's project worker had previously been part of the Fair Shares Young People project and wanted to give-back. Although he had only been part of Fair Shares for a relatively short time he said he'd felt that Fair Shares was a second family to him. Friendship Café brought a youth group for 4 sessions.

Over 700 adults and 350 children visited from organisations as ad hoc occasional and repeat visitors, including people in the local community, visitors to the area, family workers and child minders. People have come into the allotment to find out more about what is happening, to look round and enjoy the space, to show their children what is growing, look at the insects and wildlife, to take plants and produce, to meet others and to socialise. Some people visit briefly, some spend longer at the allotment. We have also made the allotment available for local community celebratory events such as a birthday party and fundraising events.

The allotment has continued to improve accessibility and inclusivity by making some raised beds to help those with mobility and health issues, widening paths for pushchairs and wheelchairs to move more easily about the site, creating signs to display details of opening times, things to be involved with, on the fence and to indicate the entrance. The allotment now has a permanent Portaloo facility.

23 regular participants attended for a total of 415 sessions.

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Wood workshop – The workshop remained active throughout most of the pandemic but by April 2021 was able to be open to all the regular participants and to welcome any new people who were fully vaccinated. By early 2022 the vaccination requirement was relaxed and the workshop returned to normal activity providing opportunities for individuals to make items for their own purposes such as small tables, clocks, mirror, coat rack, work bench, planters, wellington boot stand. The group also gets involved in wider community activities such as tree planting at the Gloucester Services growing space and making benches for the allotment and a local community allotment. A group of mainly older retired people also use the workshop each week but because of age and health this group did not restart at the workshop until March 2022.

33 people attended the workshop, 13 regularly each week and a further 20 people attended on an ad hoc basis.

Young People's Project - Although by April 2021 young people were able to return to activities, due to the ill health of the project worker we had limited staff capacity to provide individual one to one activity with young people. Three young people who were home schooled started to attend the wood workshop every Wednesday, working on individual projects such as making a stool and desk, a chopping board, and a bench to cover recycling bins. As their confidence grew they started to get involved in more community-based activities, helping repair and rebuild beds at the allotment or just moving compost. They continued to attend the workshop regularly until March 2022

Both I and J enjoyed their days at the wood workshop. They have grown in confidence and the basic woodworking skills and the right use of measurement, hand tools and finishing materials when dealing with wood. Both enjoyed talking to different people with different experiences. Both Jon's teaching, advice and oversight on their projects and also the advice of others attending gives the workshop a community feel. It has given the boys a taster of the skill set needed for this type of work. J plans to continue attending after his exams are finished and it has confirmed his interest in pursuing a practical career, possibly as a carpenter.

The community projects they have been involved in, the community allotment varied the activities they experienced and got them meeting some other people in the community as well. Jon and Reyaz have been friendly and helpful. I'm thankful that my boys have had this experience and gained valuable skills which will always be useful. Thank you for the opportunity you have given them. Parent of 2 Home-schooled young people

In April 2021 and November two groups of young people from Betaris Training who were part of the Serious about Work and Training (SWAT) attended one morning a week for 15 weeks. The students are aged 16-18 and for varied reasons have struggled with mainstream education. Fair Shares provides opportunities to be involved with the community and understand the benefits of making a positive contribution to their neighbourhood. As we were unable to offer opportunities to work more widely in the community the activities were focussed around the wood workshop, our allotment and The Friendship Café. We always work with the group on real projects that actually make a difference and through that work find time to talk to the young people about what their lives are like, their ambitions and their challenges. The group responded well to this approach helping to build a shelter at the allotment, a rain garden at Friendship Café, helping to build a shelter and planters at the allotment, helped to collect logs donated from Highnam Court woods and helping to prepare them to make benches

'The impact it has on the students is amazing both academically and personally for them all, the list is literally endless with all the positives that this brings to each individual student. It also has an impact when we are back in the classroom setting with the students as the volunteering helps build a better working relationship between the teaching staff and students' Liz Ward – SWAT Trainer

39 young people participated

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Craft Group - The craft group was able to restart meeting in person in April using the facilities of our allotment, which enabled people to meet outdoors and maintain a safe distance. As many of the craft group participants have mental and / or a physical condition being outdoors at the allotment enabled them to feel safer and more able to join the group. For many it was a welcome change to being indoors, in some cases alone. The group provides meaningful, creative activity developing new skills and helping to develop new relationships. The tutor is on hand to provide practical craft support and guidance as well as a listening ear sharing local knowledge and being 'available' to the group, but participants also offer this support to one another. By October participants said they felt safe to meet indoors, although safe distancing continued to be maintained. Our projects have focused on traditional crafts such as embossed metal bird hangings for the garden, learning a range of stitches used for embroidered pieces and then sewn into cushions, sewn bookmarks, needle felting, initially 2 dimensional, progressing to 3 dimensional felted animals. Other more individual projects included making a patchwork cushion, pin cushions, lavender bags, needle cases, crochet blankets, natural wall hangings and twine coasters. One participant spent time progressing their drawing skills.

A regular participant commented: *'it's a good place to socialise and you always listen if we need to talk, you're always patient. It's a good place to try new things.'*

When asked what coming to the group meant to her: *'Everything! It's inspirational to keep going, something to look forward to.'*

18 participants attended regularly

Lunch group - Following our decision to cease providing daily cooked meals we restarted the Monday Lunch group at The Friendship Café in November 2021. The lunches are prepared by two regular volunteer participants who each week prepare meals for around 20 people, other participants help to set up tables, serve the meals, clearing away and washing up. One of our participants regularly drives to collect two or three participants who live locally but would be unable to attend without this help. The group provides an opportunity for people to come together to share a meal, find out about other activities and help one another. We regularly receive donations of highquality vegetables and fruit from local grower Mudwalls Farms Ltd, which we supplement with locally purchased food to make delicious, nutritious meals shared by participants.

One participant commented on Facebook *'the food was really lovely yummy thank you'*

22 participants attended regularly

Trips and Walks- Following the relaxation of Covid restrictions we recognised that many people had spent much of the previous 18 months unable to get away from their local environment. In the autumn of 2021 we took groups out for the day to: Forest of Dean, had a walk around Mallard's Pike and a quick stop to see "The Cathedral" on the sculpture trail; Batsford Arboretum to see the autumn colours; visited Stratford Park and Saul Junction for a walk along the canal bank; visited Pittville Park in Cheltenham; the Gloucester Services Growing Space and in February a trip to a local Garden Centre in Cheltenham.

7 walks with over 35 people participating

Holiday Activities and Food Programme

The Holiday Activity and Food (HAF) programme is funded by the Department of Education, managed locally by Gloucestershire County Council, for those in reception to year 11 who receive benefits-related free school meals. All children and young people can benefit from a programme like HAF, and additional funding was secured to extend the offer to all families. Fair Shares was one of many organisations which provided activities and food during the summer holidays and at Christmas 2021.

In summer we provided 4 half day sessions over 2 days of activity for children under 11 at our community allotment. Activities included following a summer trail, making a herb planter, and sharing a meal together. 50 children attended. We also provided pre-prepared bags of food with accompanying recipes every Wednesday and Thursday for 4 weeks to over 150 families reaching 250 or more children.

At Christmas we provided a Christmas party at Chequers Community Centre for 75 children and provided pre-packed bags of ingredients and recipes for over 200 families. At both events a hot meal was provided for the children and their families. All the children who completed questionnaires said they had 'had fun and felt happy'

400 families and over 800 children benefitting

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

GEM (Going The Extra Mile)

The GEM Project aims to engage with and support individuals within Gloucestershire who are currently dealing with circumstances that are potentially causing barriers to work, and move these people closer towards education, training or work, including self-employment through a partnership of community organisations. Fair Shares directly employs one of the Navigator Developers whose role is to support people on their journey towards finding appropriate employment. Our Navigator Developer left in September 2021 and a new Navigator Developer, was appointed in November 2021

Fatima had a successful career in the pharmaceutical and food industries for over 20 years but left her last role to have a break and consider other challenges and ways of working. The initial break of 6 months extended to almost 3 years due to Covid. As time went on Fatima felt unsure as to how she could re-engage with work and what type of work she would like to do. During the pandemic she started helping at Fair Shares, cooking meals each week for the community, which led to her being introduced to Tim, the GEM Navigator Developer at Fair Shares.

Together they explored what she enjoyed about work and what she didn't like about her previous job roles and considered what her ideal job might look like, what she needed from a future career and eventually identified self-employment as a food safety consultant and trainer. They planned a way forward and Tim signposted her to business start-up resources such as the Women Returners website and local growth hubs and shared his own experience of running a business as a sole trader, which helped her to believe she could start her own business as a food safety trainer.

Fatima needed to update her qualifications and through the GEM Extra Mile Funding was able to pay the fees and successfully complete the training. She has now secured a contract with a local training company and will be providing training and auditing in food safety for several different organisations including Commonwealth Game; Twickenham Rugby; Cafes and local businesses. GEM participant

The Hotspots Network – funded by Thirty Percy, this year one of a three-year project brings together Gloucestershire-based voluntary & community-based partners (Fair Shares, GL11, Gloucestershire Gateway Trust, The Grace Network and Building Communities) they are working together to research and demonstrate how working with communities to facilitate community economic plans, social enterprises and direct working within defined communities can enable communities to become more thriving and sustainable.

Feeding the Community – By August 2021 individuals had started to feel more able to go out in the community and we therefore took the decision to cease to provide daily cooked meals and deliveries to the community. Over the period of the pandemic we had provided over 25,000 meals in partnership with Friendship café. This had been a vital resource for the local community and had been highly valued by the people who received them.

The Nourishing Gloucester programme is part of the Gloucestershire County Council Household support programme for struggling families managed in Gloucester by the City Council. The programme provides help with utility bills, essential 'white' goods and supermarket vouchers. The City Council approached Fair Shares, Gloucestershire Gateway Trust and Together in Matson to work with them to reach families and vulnerable individuals. We contacted organisations and groups that work directly with families such as schools and family support groups, and organisations we already work with including The Nelson Trust, The Family Haven, The Venture Playground and Social Prescribers. Not only have we been able to support the families and individuals in this way but through the wider work of Fair Shares we have been able to offer additional support including helping a young mother with a premature newborn baby move into more suitable accommodation, and we signposted people to other services which offered help.

276 families which included 378 adults and 584 children, and 29 single individuals Total of 991 people

Stroud Time Bank Projects and Activities

The Stroud Time bank is different to our Gloucester timebank, with a focus on sharing information and resources and engaging people in the community who are lonely or isolated and supporting them to become more active and engaged. Many of our Stroud participants are older and have long term health conditions and continued to isolate or shield following the cessation of Covid restrictions which limited our capacity to offer in person support.

The Stroud Time Bank has developed a reputation and expertise in developing walks that are suitable for people with health conditions, including dementia and other memory impairments.

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Gentle Walks – the walks are usually based at The Museum in The Park (Stratford Park) and run fortnightly from April to October. The walks are suitable for those who need to use a wheelchair or mobility aids and those that struggle with walking any long distance. Groups of up to 6 people met from May gradually adapting the arrangements as Covid conditions changed. During the winter months people were very reluctant to come outdoors because of their health conditions and we offered individual walking buddies who would walk regularly with an individual.

We also worked with support workers from the Independence Trust, who work with vulnerable and isolated people in the community. They have referred people who would benefit from a walk and those who would benefit from volunteering with the walk. A vulnerable woman recovering from an abusive relationship was supported by Fair Shares to be a walk volunteer. She said 'it really helped my self-worth to be able to offer something back to others who needed it.'

Fair Shares provided support to the Stonehouse Walking festival, working with All Pulling Together (APT) a local community organisation in Stonehouse, identifying volunteers who were trained by Fair Shares to accompany people on the walk especially those living with disabilities and other conditions. Despite the short distance many local people had rarely if at all, visited this part of their locality.

Fair Shares provided walk training sessions for Nailsworth Dementia Action Alliance volunteers. Following a long break due to Covid, a dementia friendly walk took place in October at the beautiful Matara Centre near Tetbury. Those living with dementia enjoyed a morning strolling around the gardens.

91 older people, living with various long term conditions including dementia and family carers on Gentle walks.

Chance to Chat postcards - The purpose of the postcards is to stimulate new conversations with family and friends. They were originally developed as a resource to facilitate conversations and relationships affected by dementia but are now being used more widely as a resource to open conversation especially inter-generationally with people who are lonely or isolated. We worked with partner organisations to share the packs of postcards, with Gloucestershire Mental Health Team, four memory clubs, two hospitals, three care homes and two museums. Packs were made available on a stall at Nailsworth Accessible Arts Festival and the Stonehouse Walking Festival. We also provided Chance to Chat training for the Forest of Dean Dementia Alliance, and Dementia Awareness training for Fair Shares volunteers and trustees and our film 'These People We Love' was shown at the Nailsworth Accessible Arts Festival.

A family recipient of the Chance to Chat postcards contacted Fair Shares to say 'Thank you for the postcards, they're perfect. They will prompt many memories for my husband: cars, steam trains. He'll chat with our 18-year-old son too and yes we'll aim to keep in touch with friends and relatives. Kind of you and good idea.'

20 people reached directly with over 150 estimated to benefit indirectly (family members, carers, friends and neighbours)

Stonehouse allotment - Our Allotment in Stonehouse offers weekly sessions and is run by a Fair Shares participant who manages the plot and supports other participants. Most participants who regularly attend have physical or learning disabilities and includes one young person who is home schooled. Older residents who are isolated and lonely regularly attend these sessions. During the pandemic social distancing and health precautions were introduced at all times. During the period when lockdown restrictions were eased, students from The Apperley Centre for young people with special needs attended the allotment with their carers and benefited from the supportive environment. One participant, who lives with a long-term debilitating condition and had attended every week, said it was an essential part of maintaining her mental health and avoiding isolation

12 people regularly attend the allotment

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Coffee mornings In February 2022 we restarted our Stonehouse coffee mornings in a local café and initiated the same at a central supermarket café in Stroud and helped to develop a coffee morning at Whiteshill. These coffee mornings provide social interaction and are a source of information and sharing ideas. Participants come together and help one another with information or to plan activities or to help develop new ideas and have a voice. These coffee mornings are small, around 5-8 people attending at any one time which enables everyone to have the opportunity to speak and get to know one another. They provide a support network. Many people with long term conditions have been cautious and nervous to interact socially so these have become important meeting points. Whiteshill is a few miles from the town centre and has few community facilities. We worked alongside a town councillor to run a reminiscence session for local older residents using Chance to Chat material, resourced equipment to support their events and promoted and successfully encouraged people to join the choir and other sessions.

25 – 30 people regularly attending coffee mornings

Community Support - Through the Fair Shares Time broker and local Stroud participants Fair Shares is able to help support individuals on a one to one basis. This can be providing a general listening ear and informal support to people who may be struggling due to mental or physical health issues, or in need of some practical support. This is done sensitively in the spirit of friendship and community.

'An isolated resident returned home after a long stay in hospital was supported by Fair Shares following a phone call from the District Nurse. Food was delivered, her fridge, kitchen and flat cleared and cleaned. The Council and her gas supplier were contacted to sort out her hot water and heating. A microwave was donated by a participant, and we liaised with care staff and a supportive neighbour.'

Fair Shares worked with Stroud Town Council Community worker and local residents at the Top of Stroud area, which is up a steep hill and separate from the town, to set up an under 5's Tots Group in the local community. We helped with fund raising and requested and received several generous donations of resources and materials from Fair Shares participants. Fair Shares secured a large shed for the safe storage of resources and equipment which will help the long-term success of the group. Parents and grandparents now accompany their children and grandchildren to the group. We continue to work with this group to help them establish a more secure premises

We worked with All Pulling Together (APT) to support tenants facing difficulties over housing transfers, debt issues, and issues affecting refurbishment work and mental health issues, liaising with mental health support team and the District Council to resolve the difficulties.

A Fair Shares participant organised and set up a 'Story Den' in the summer holidays to support the reading skills of children from more disadvantaged areas of Stonehouse, delivering books and helping with reading sessions at a local community café in Stonehouse.

Fair Shares regularly meets with members of the Stonehouse Opportunity Group at APT to share information about activities, new ideas and opportunities for people to get involved in the Stonehouse community.

Fair Shares members have supported Syrian refugees helping them to feel welcome and to settle into the community. Following a Fair Shares event, a few FS members with life-long debilitating conditions support each other to take part in small weekly swimming sessions.

The Fair Shares Time Broker regularly shares wants, needs and opportunities to other Fair Shares participants through email and social media, keeping them informed of ways to get involved and support the community.

Fair Shares provided community support directly to 23 people

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Key Partnerships

Our work in Gloucester and Stroud to support people throughout the year has been achieved by working in partnership with other local charities and community organisations, the statutory sector and private businesses and the local community. Without their support we would not have been able to deliver to the same extent. A number of organisations supported us throughout the whole year and we do want to thank them:

All Pulling Together, Stonehouse
Barnwood Trust
Gloucester City Council
Gloucester Services
Gloucestershire County Council
Gloucestershire Gateway Trust
Gloucestershire Mental Health Team
Gloucestershire Wildlife Trust
Mudwalls Farms Ltd
Museum in the Park, Stroud
Nailsworth Dementia Action Alliance
NHS Dementia Training and Education Team
The Apperley Centre
The Friendship Café
The Venture: White City
Top of Town (ToTs) Community Group
Stroud District Council
Stroud Town Council
Whitehill and Ruscombe Community Hub
Wynn's café, Stonehouse
Young Gloucestershire

We are especially thankful for our creative supportive helpful participants without who give so much to Fair Shares and the community.

Equality and Diversity - Fair Shares welcomes everyone from whatever background, heritage, religion, age and life experience. Our workforce encompasses people from different heritages, Muslim, Jewish, White British, and includes people with disability and lived experience of mental health. We reach people from a wide range of backgrounds including older people 60+, children and young people 3-25, people with mental and or physical health conditions, people with learning difficulties, people from different religions and heritages, Muslim, Hindu, Refugees from Iraq, Honduras, El Salvador, those with experience of the criminal justice system. We don't always capture data about heritage and background as this can create barriers and make people feel unwelcome. We know there is more work to do, and always strive to reach more and different communities

Fair Shares has been recognised as an Inclusive Employer by Inclusive Gloucestershire

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Sustainability –Sustainable development requires an integrated approach that takes into consideration environmental concerns along with economic development. Fair Shares approach to sustainability is to minimise our impact on the environment by re-using and re-purposing materials and resources whilst maintaining our ability to continue to deliver our activities safely and efficiently. We do this by:

- Sharing time with one another
- Reusing wood wherever possible
- Utilising second-hand resources, such as sheds, paving materials, plants
- Growing Organic, herbicide and pesticide free plants
- Composting
- Walking or using a pedal bike where practical
- Encouraging others to be more environmentally minded

In common with many other small local charities, Fair Shares continues to operate in a challenging funding environment. However, we continue to have a strong relationship with many of our funders who support our projects, and funders have been very responsive to the demands that the emerging Covid-19 pandemic created. Partnerships are developing and we are identifying resources that can be shared between organisations and communities. The CEO has supported a talented, resourceful staff team which has enabled the continuation of our core time banking work.

We are focusing on maximising the resources we have by being efficiently organised, planning strategically, evaluating our effectiveness, working with partners and reusing or recycling where possible. We also seek new sources of funding when possible to avoid being too reliant on existing funders, and actively seek unrestricted funding that will support core costs and enable us to be as flexible as possible in response to unforeseen changes.

In addition, Fair Shares also provided accountancy and payroll services to several small local organisations, which provided further unrestricted funding.

Financial review

All restricted funds (monies awarded by Trusts and Local Authorities for specific projects), the basis of all of our applications, are spent in accordance with the conditions of the funding unless otherwise agreed with the grant provider.

Total Income in the year was £230,790 down from £246,221 in the 2020-2021 financial year, a reduction of £15,431. As in previous years the majority of our income was restricted funding.

Total expenditure in the year was £223,514 up from £210,533 in the year 2020-2021 an increase of £12,981.

At the end of the year our unrestricted reserves were £58,677. Our unrestricted reserves are equivalent to between three and three and half months of operating expenditure at the end of the year. Our longer term objective is to have between three and six months of operating expenditure.

A rolling monthly cash flow forecast is prepared and if the overall level of available funds falls below three months of accessible unrestricted funds required to meet the considered costs of risks and likelihood of risks, Trustees will put in place appropriate plans with the CEO to return the charity to an acceptable cash position to ensure sustainability.

The company's Memorandum and Articles of Association place no restrictions on the investment powers of the trustees.

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Reserves Policy

We have a systematic approach to reviewing policies, led by trustees, to ensure they remain current and relevant. The formation of the Finance Committee has led to a review of the finance related policies; Reserves Policy, Financial Procedures Policy and Salaries policy. The Financial Procedures Policy and Salaries Policy required minimal changes but the Reserves Policy review resulted in more fundamental changes which reflect Charity Commission guidance. As a small charity, heavily reliant on income from grants we need Reserves in order to manage unforeseen emergencies, provide short-term funds to overcome deficits in a cash budget, manage liabilities in the event of closure of the organisation and provide short term funding and to deliver planned commitments.

In developing the reserves policy Trustees consider risk and likelihood of risks occurring, balancing that with the capacity of the organisation to hold sufficient funds as unrestricted Reserves. In assessing the level of unrestricted reserves required, the amount and availability of accessible restricted funds is also considered.

Reserves requirements are reviewed by the Main Board of Trustees at least every 6 months and more frequently at Finance Committee meetings. The aim is to maintain at least 3- 6 months operating costs.

Structure, governance and management

The charitable company is a company limited by guarantee, it was incorporated on 21 October 2003. It has no share capital and is a registered charity. The guarantee of each member is limited to £1.

The company registration number is 04938680.

The charity registration number is 1110418.

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

A Cathles

J Cigman

P Gifford

R Boseley

(Resigned 18 July 2022)

J Lewis

M Smith

We continue to seek additional Trustees, especially trustees who represent different aspects of our communities. In February 2021 we formed a new Finance Committee which comprises two trustees and the CEO, with the Finance Officer supporting the committee. The committee meets at least 6 times a year, and usually more often and reports to the main Board of Trustees. The terms of reference are:

- To support the Fair Shares board of Trustees in carrying out its responsibilities in relation to the Fair Shares budget and finance.
- To establish and maintain a three year financial plan, taking into account the priorities of the Fair Shares Strategy and any available information on the future economic environment, changes in legal requirements or charity commission guidance.
- To draft on behalf of the board of Trustees and propose to the board of trustees for adoption an annual budget taking into account the priorities of the Strategy.
- To ensure that sufficient funds are set aside to meet all liabilities and risks and make sure there is an adequate and sustainable reserves policy.
- To review, adopt and monitor all Financial Policies.
- To have an advisory role in reconciling the financial elements of the annual plan in line with the budget and business plan elements.
- To advise the board of Trustees in respect of financial implications of existing contracts, and new contracts being considered.

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) *FOR THE YEAR ENDED 31 MARCH 2022*

Financial monitoring

- To monitor Fair Shares income and expenditure throughout the year against the annual budget plan.
- To receive financial activity and budget monitoring reports at each committee meeting.
- To approve any budgetary adjustments that will from time to time be necessary in response to changing circumstances.
- To report back to each meeting of the full board of trustees and to alert them of potential problems or significant anomalies.

In addition we contract with HR People Support to provide HR and wider management advice.

Trustees are elected to serve a period of three years after which they must be re-elected at the next Annual General Meeting.

Trustees seek to ensure that participants are appropriately represented through the diversity of the trustee body. This is achieved by encouraging participants to become trustees. None of the Trustees has any beneficial interest in the company. There have been no changes to the Board of Trustees in 2021-2022. Pat Gifford has served a term of 3 years and will be standing for re-election at the next Annual General meeting. The Board of Trustees met on 9 occasions in addition to the 2019 – 2020 Annual General Meeting. All meetings have been held online.

The day to day decisions for the running of the organisation are made by the CEO with reference to Trustees as and when required. Trustees make the decisions in relation to overall strategic direction and those with a significant financial implication such as the use of the reserves.

The Trustees have assessed the major risks to which the charitable company is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

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

A Cathles
Joint Chair

J Cigman
Joint Chair

23 August 2022

FAIR SHARES GLOUCESTERSHIRE

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2022

The Trustees, who are also the directors of Fair Shares Gloucestershire for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that 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.

FAIR SHARES GLOUCESTERSHIRE

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF FAIR SHARES GLOUCESTERSHIRE

I report to the Trustees on my examination of the financial statements of Fair Shares Gloucestershire (the charitable company) for the year ended 31 March 2022.

Responsibilities and basis of report

As the Trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

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

Independent examiner's statement

I have completed my examination. I confirm that no 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 charitable company as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements 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 (FRS 102).

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 financial statements to be reached.

Griffiths Marshall

Beaumont House
172 Southgate Street
Gloucester
Gloucestershire
GL1 2EZ

Dated: 23 August 2022

FAIR SHARES GLOUCESTERSHIRE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
<u>Income and endowments from:</u>							
Grants and donations	3	11,581	131,830	143,411	1,852	191,483	193,335
<u>Incoming resources from charitable activities</u>							
Woodworking Income	4	-	1,815	1,815	-	-	-
Other trading activities	5	9,652	24,510	34,162	4,704	21,561	26,265
Other income	6	319	51,083	51,402	602	26,019	26,621
Total income		21,552	209,238	230,790	7,158	239,063	246,221
<u>Expenditure on:</u>							
<u>Raising funds</u>							
Costs of generating funds	7	-	2,562	2,562	-	5,994	5,994
Charitable activities	8	3,537	217,206	220,743	3,845	200,471	204,316
Other	10	209	-	209	223	-	223
Total resources expended		3,746	219,768	223,514	4,068	206,465	210,533
Net incoming/ (outgoing) resources before transfers		17,806	(10,530)	7,276	3,090	32,598	35,688
Gross transfers between funds		3	(3)	-	(4)	4	-
Net income/(expenditure) for the year/ Net movement in funds		17,809	(10,533)	7,276	3,086	32,602	35,688
Fund balances at 1 April 2021		40,868	149,506	190,374	37,782	116,904	154,686
Fund balances at 31 March 2022		58,677	138,973	197,650	40,868	149,506	190,374

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

FAIR SHARES GLOUCESTERSHIRE

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	14		2,810		3,614
Current assets					
Debtors	15	8,455		7,716	
Cash at bank and in hand	16	252,129		196,260	
		<u>260,584</u>		<u>203,976</u>	
Creditors: amounts falling due within one year	17	<u>(65,744)</u>		<u>(17,216)</u>	
Net current assets			194,840		186,760
Total assets less current liabilities			<u>197,650</u>		<u>190,374</u>
Income funds					
Restricted funds	20		138,973		149,506
Unrestricted funds			58,677		40,868
			<u>197,650</u>		<u>190,374</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022.

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

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

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

The financial statements were approved by the Trustees on 23 August 2022

A Cathles
Joint Chair

J Cigman
Joint Chair

Company Registration No. 04938680

FAIR SHARES GLOUCESTERSHIRE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash generated from operations	23		55,869		7,181
Net cash used in investing activities			-		-
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			55,869		7,181
Cash and cash equivalents at beginning of year			196,260		189,079
Cash and cash equivalents at end of year			252,129		196,260

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Company information

Fair Shares Gloucestershire is a private company limited by guarantee incorporated in England and Wales. The registered office is Chequers Bridge Centre, Painswick Road, Gloucester, GL4 6PR.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charitable company is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

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

The charity holds restricted and unrestricted funds.

Unrestricted funds are used for the general purposes of the charity.

Restricted funds are used only for the particular purpose for which they are intended.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charitable company.

1.4 Incoming resources

Income is recognised when the charitable company is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charitable company has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is measured at the fair value of the consideration received or receivable and represents amount receivable for goods and services provided in the normal course of business.

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

1.5 Resources expended

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Resources expended are recognised in one of the following three categories on the subsequent basis:

Generating funds: Costs incurred to help the charity generate incoming resources through the sale of goods from shops, including repairs and maintenance.

Charitable Activities: resources used to help the charity meet its main aims and objectives and provide care for the general public.

Governance Costs: Subsequent costs of financing the charity and meeting our statutory requirements

1.6 Tangible fixed assets

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

Tangible fixed assets for the use by the charity are capitalised on acquisition based on the nature of the asset. Any asset that has a value of lower than £500 is treated as an expense in the year of acquisition.

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

Fixtures, fittings & equipment	3 Years straight line
Motor vehicles	25% Reducing balance

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

1.7 Impairment of fixed assets

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

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised immediately in income/ (expenditure for the year, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately, unless the relevant asset is carried in at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

2 Critical accounting estimates and judgements

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

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

3 Grants and donations

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Donations and gifts	1,581	849	2,430	1,852	1,301	3,153
Grant income	10,000	130,981	140,981	-	190,182	190,182
	<u>11,581</u>	<u>131,830</u>	<u>143,411</u>	<u>1,852</u>	<u>191,483</u>	<u>193,335</u>
Donations and gifts						
Donations	1,581	849	2,430	1,852	1,301	3,153
	<u>1,581</u>	<u>849</u>	<u>2,430</u>	<u>1,852</u>	<u>1,301</u>	<u>3,153</u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

3 Grants and donations

(Continued)

Grant income	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Active Gloucestershire	-	2,772	2,772	-	2,200	2,200
Allen Lane Foundation	-	-	-	-	1,250	1,250
Anonymous	10,000	10,000	20,000	-	10,000	10,000
Asda Foundation	-	-	-	-	300	300
Barnwood Trust	-	-	-	-	4,500	4,500
Charities Aid Foundation	-	-	-	-	4,600	4,600
DCMS funds distributed by Charities Aid Foundation: Resilience Fund	-	-	-	-	20,140	20,140
DCMS funds distributed by Gloucestershire Community Foundation: Coronavirus Recovery and Resilience Grant	-	-	-	-	8,557	8,557
DCMS funds distributed by National Lottery Community Fund: Coronavirus Community Support Fund	-	-	-	-	37,500	37,500
Edward Gostling Foundation	-	5,000	5,000	-	-	-
Frognal Trust	-	1,000	1,000	-	-	-
Garfield Weston Foundation	-	1,250	1,250	-	-	-
Gloucester City Council	-	5,825	5,825	-	800	800
Gloucester City Homes	-	-	-	-	500	500
Gloucestershire Community Foundation	-	-	-	-	3,500	3,500
Gloucestershire County Council	-	20,196	20,196	-	5,625	5,625
Gloucestershire Gateway Trust	-	20,150	20,150	-	22,533	22,533
Henry Smith Charity	-	1,600	1,600	-	-	-
HMRC Job Retention Scheme	-	-	-	-	5,641	5,641
Langtree Trust	-	-	-	-	500	500
Leigh Trust	-	-	-	-	1,000	1,000
National Lottery Community Fund	-	18,688	18,688	-	26,301	26,301
Noel Buxton Trust	-	-	-	-	1,300	1,300
Office of the Police and Crime Commissioner Gloucestershire	-	18,000	18,000	-	17,500	17,500
Persula Foundation	-	-	-	-	1,660	1,660
Postcode Local Trust	-	12,500	12,500	-	-	-
Stroud District Council	-	4,000	4,000	-	8,000	8,000

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

3 Grants and donations

(Continued)

Grant income	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Swire Charitable Trust	-	-	-	-	5,625	5,625
Tesco - Groundwork UK	-	-	-	-	500	500
Thirty Percy Foundation Hotspots Network Project	-	10,000	10,000	-	-	-
Verdon-Smith Family Charitable Trust	-	-	-	-	150	150
	<u>10,000</u>	<u>130,981</u>	<u>140,981</u>	<u>-</u>	<u>190,182</u>	<u>190,182</u>

4 Incoming resources from charitable activities

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Woodworking income	-	1,815	1,815	-	-	-

5 Other trading activities

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Fees	9,317	24,510	33,827	3,954	21,561	25,515
Woodworking income	335	-	335	750	-	750
Other trading activities	<u>9,652</u>	<u>24,510</u>	<u>34,162</u>	<u>4,704</u>	<u>21,561</u>	<u>26,265</u>

6 Other income

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Other income	<u>319</u>	<u>51,083</u>	<u>51,402</u>	<u>602</u>	<u>26,019</u>	<u>26,621</u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

7 Raising funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
<u>Costs of generating funds</u>						
Fundraising fees	-	2,562	2,562	-	5,994	5,994
	-	2,562	2,562	-	5,994	5,994

8 Charitable activities

	2022 £	2021 £
Staff costs (see note 13)	131,418	133,152
Share of support costs (see note 11)	86,925	69,376
Share of governance costs (see note 11)	2,400	1,788
	220,743	204,316
Analysis by fund		
Unrestricted funds	3,537	3,845
Restricted funds	217,206	200,471
	220,743	204,316

9 Trustees

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

10 Other

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Financing costs	209	-	209	223	-	223
	209	-	209	223	-	223

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

11 Support costs

	Support costs £	Governance costs £	2022 £	Support costs £	Governance costs £	2021 £
Depreciation	804	-	804	2,536	-	2,536
Rent, rates & room hire	10,655	-	10,655	10,943	-	10,943
Misc. expenses	44,220	-	44,220	26,224	-	26,224
Postage, printing & office supplies	1,011	-	1,011	1,690	-	1,690
Phone, internet & computer	2,807	-	2,807	2,992	-	2,992
Staff travel, expenses & training	10,048	-	10,048	18,329	-	18,329
Project activity costs	11,865	-	11,865	-	-	-
Professional fees	13	-	13	613	-	613
Equipment	2,507	-	2,507	2,870	-	2,870
Evaluation & subscriptions	354	-	354	824	-	824
Insurances	2,641	-	2,641	2,355	-	2,355
Audit fees	-	2,400	2,400	-	1,788	1,788
	<u>86,925</u>	<u>2,400</u>	<u>89,325</u>	<u>69,376</u>	<u>1,788</u>	<u>71,164</u>
Analysis by fund						
Unrestricted funds	1,137	2,400	3,537	1,284	1,788	3,072
Restricted funds	85,788	-	85,788	68,092	-	68,092
	<u>86,925</u>	<u>2,400</u>	<u>89,325</u>	<u>69,376</u>	<u>1,788</u>	<u>71,164</u>

12 Taxation

The charitable company is exempt from corporation tax on its' charitable activities.

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

13 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Fair Shares	2	2
Stroud	1	1
Woodworking	-	1
Gloucester	3	3
Young People's Project	1	1
GEM Project	1	1
Total	8	9

Employment costs

	2022 £	2021 £
Wages and salaries	117,329	116,713
Social security costs	2,499	1,803
Sessional staff	9,554	12,912
Recruitment	285	-
Pension costs	1,751	1,724
	131,418	133,152

Analysis by fund

Unrestricted funds	-	773
Restricted funds	131,418	132,379
	131,418	133,152

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

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

14 Tangible fixed assets

	Fixtures, fittings & equipment	Motor vehicles	Total
	£	£	£
Cost			
At 1 April 2021	24,934	60,275	85,209
At 31 March 2022	24,934	60,275	85,209
Depreciation and impairment			
At 1 April 2021	24,157	57,438	81,595
Depreciation charged in the year	95	709	804
At 31 March 2022	24,252	58,147	82,399
Carrying amount			
At 31 March 2022	682	2,128	2,810
At 31 March 2021	777	2,837	3,614

15 Debtors

	2022	2021
	£	£
Amounts falling due within one year:		
Trade debtors	6,313	5,638
Prepayments and accrued income	2,142	2,078
	8,455	7,716

16 Cash at bank and in hand

	2022	2021
	£	£
Bank current account	250,673	195,464
Credit Card	4	292
Petty cash	1,452	504
	252,129	196,260

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

17 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Deferred income	19	45,888	5,400
Trade creditors		17,856	10,116
Accruals and deferred income		2,000	1,700
		<u>65,744</u>	<u>17,216</u>

18 Retirement benefit schemes

Defined contribution schemes

The charitable company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund The People's Pension.

The charge to profit or loss in respect of defined contribution schemes was £1,751 (2021 - £1,724).

19 Deferred income

	2022 £	2021 £
Arising from Deferred Income	<u>45,888</u>	<u>5,400</u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

20 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				
	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£
BTNP	518	500	-	-	1,018
Covid Response	1,743	47,899	(45,947)	-	3,695
GEM Project	5,581	20,480	(15,663)	(1)	10,397
Gloucester	75,942	87,078	(92,424)	(1)	70,595
Network Crafts Group	3,598	408	(92)	-	3,914
New Vehicles	2,056	-	-	-	2,056
Stroud	45,219	31,538	(40,997)	(1)	35,759
Vehicles	-	2,428	(2,428)	-	-
Woodworking Restricted	2,189	-	(631)	-	1,558
Youngs People's Project	12,660	18,907	(21,586)	-	9,981
	<u>149,506</u>	<u>209,238</u>	<u>(219,768)</u>	<u>(3)</u>	<u>138,973</u>

Unrestricted funds

	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£
Support	40,868	20,784	(3,683)	3	57,972
Woodworking	-	768	(63)	-	705
	<u>40,868</u>	<u>21,552</u>	<u>(3,746)</u>	<u>3</u>	<u>58,677</u>

21 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fund balances at 31 March 2022 are represented by:			
Tangible assets	2,810	-	2,810
Current assets/(liabilities)	55,867	138,973	194,840
	<u>58,677</u>	<u>138,973</u>	<u>197,650</u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

22 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2022 £	2021 £
Aggregate compensation	22,902	21,173

23 Cash generated from operations

	2022 £	2021 £
Surplus for the year	7,276	35,688
Adjustments for:		
Depreciation and impairment of tangible fixed assets	804	2,536
Movements in working capital:		
(Increase)/decrease in debtors	(739)	1,337
Increase in creditors	8,040	7,381
Increase/(decrease) in deferred income	40,488	(39,761)
Cash generated from operations	55,869	7,181

Accounts

Charity Registration No. 1110418

Company Registration No. 04938680 (England and Wales)

FAIR SHARES GLOUCESTERSHIRE
ANNUAL REPORT AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

FAIR SHARES GLOUCESTERSHIRE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	A Cathles J Cigman P Gifford R Boseley J Lewis M Smith	(Appointed 23 November 2020) (Appointed 22 March 2021)
Secretary	S Martin	
Charity number	1110418	
Company number	04938680	
Principal address	Chequers Bridge Centre Painswick Road Gloucester GL4 6PR	
Registered office	Chequers Bridge Centre Painswick Road Gloucester GL4 6PR	
Independent examiner	Griffiths Marshall Beaumont House 172 Southgate Street Gloucester Gloucestershire GL1 2EZ	
Bankers	Unity Trust Bank Plc Four Brindley Place Birmingham B1 2JB	

FAIR SHARES GLOUCESTERSHIRE

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FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

The Trustees present their report and accounts of the charity for the year ended 31 March 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charitable company's governing document, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, governance and management

The charitable company is a company limited by guarantee, it was incorporated on 21 October 2003. It has no share capital and is a registered charity. The guarantee of each member is limited to £1.

The company registration number is 04938680.

The charity registration number is 1110418.

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

A Cathles

J Cigman

P Gifford

H Goddard

(Resigned 19 December 2020)

R Boseley

J Lewis

(Appointed 23 November 2020)

M Smith

(Appointed 22 March 2021)

We continue to seek additional Trustees, especially trustees who represent different aspects of our communities. In February 2021 we formed a new Finance Committee which comprises two trustees and the CEO, with the Finance Officer supporting the committee. The committee meets at least 6 times a year, and usually more often and reports to the main Board of Trustees. The terms of reference are:

- To support the Fair Shares board of Trustees in carrying out its responsibilities in relation to the Fair Shares budget and finance.
- To establish and maintain a three year financial plan, taking into account the priorities of the Fair Shares Strategy and any available information on the future economic environment, changes in legal requirements or charity commission guidance.
- To draft on behalf of the board of Trustees and propose to the board of trustees for adoption an annual budget taking into account the priorities of the Strategy.
- To ensure that sufficient funds are set aside to meet all liabilities and risks and make sure there is an adequate and sustainable reserves policy.
- To review, adopt and monitor all Financial Policies.
- To have an advisory role in reconciling the financial elements of the annual plan in line with the budget and business plan elements.
- To advise the board of Trustees in respect of financial implications of existing contracts, and new contracts being considered.

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Financial monitoring

- To monitor Fair Shares income and expenditure throughout the year against the annual budget plan.
- To receive financial activity and budget monitoring reports at each committee meeting.
- To approve any budgetary adjustments that will from time to time be necessary in response to changing circumstances.
- To report back to each meeting of the full board of trustees and to alert them of potential problems or significant anomalies.

In addition we contract with HR People Support to provide HR and wider management advice.

Trustees are elected to serve a period of three years after which they must be re-elected at the next Annual General Meeting. Trustees may serve a maximum of three consecutive terms. At the Annual General Meeting on 27 July 2020 Julie Cigman and Alison Cathles stood for re-election having served a first 3 year term of office. Both were elected unanimously.

Trustees seek to ensure that participants are appropriately represented through the diversity of the Trustee body. This is achieved by encouraging participants to become trustees. None of the Trustees has any beneficial interest in the company.

Two new Trustees have been appointed; Jim Lewis in November 2020 and Maureen Smith appointed at the end of March 2021. Jim comes from a background in management and Maureen retired after many years working for Department of Work and Pensions, most latterly as a fraud investigator and is a regular participant cook at Fair Shares. In December 2020 Heather Goddard resigned as a Trustee due to personal reasons. The Board of Trustees would like to thank Heather for the contribution she made to Fair Shares, in particular her knowledge of the local community in Podsmead. Heather remains a Fair Shares participant.

The day to day decisions for the running of the organisation are made by the CEO with reference to Trustees as and when required. Trustees make the decisions in relation to overall strategic direction and those with a significant financial implication such as the use of the reserves.

The Trustees have assessed the major risks to which the charitable company is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Charitable activities

The charitable company's objects are the relief of poverty, sickness and distress for the particular, but not exclusive, benefit of the community of Gloucestershire.

The advancement of education and training of the community by means of encouraging and promoting the practice of 'Fair Shares' within Gloucestershire and further afield particularly for those persons who are disadvantaged and vulnerable, such as young persons, older people and the unemployed, and who are in need of such community initiatives and support.

We deliver these objectives through Time Banking. Time Banking is a process which supports and strengthens communities and community involvement. Individuals give their time to help with everyday tasks and in return can ask for and receive help. Everyone's time is of equal value and anyone can get involved.

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2021

Fair Shares Gloucestershire administers two Time Banks in Gloucester and Stroud district. Our key objectives are to:

1. Strengthen the work of Fair Shares in our existing time banks in Gloucester, Stroud and Stonehouse (and not expand into other areas)
2. Develop new sources of funding so that we are less dependent on grants
3. Make our partnerships with other local organisations clear (our purpose in working with them) and strong
4. Get more participants actively involved in how Fair Shares works and planning for the future
5. Get better at marketing and communicating our values and sharing information about what Fair Shares does
6. Make best use of the resources we have

Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charitable company should undertake.

The charitable company's policy is to consult and discuss with employees, any significant developments in the running of the organisation, its management and operational structure, financial situation and in development of delivery plans.

Fair Shares benefits from the contributions of over 250 regular participants, who share their time, skills and knowledge to build local cohesive communities of interest and place.

Staff and Participants

At the end of the year we had 9 part time employees, our work is also delivered with the support of 2 self-employed sub-contractors: a Time Broker working 10 hours a week and a Craft Tutor who delivered craft activities each week. This equates to 6 Full Time employees.

Following the announcement by the Prime Minister of the first lockdown on 23 March 2020, Fair Shares Administrator was placed on furlough. By 17 April 2020 two further members of staff, the Woodwork and Young People's Project Worker were also furloughed. All those members of staff who were furloughed were paid their full wages for the first month, reducing to 80% thereafter. The Administrator was furloughed until 31 July 2020 at which point the contract ended. The Woodwork Project Worker returned to work following furlough on 1 June 2020 and the Young People's Project Worker returned to work on reduced hours on 15 July 2020 and fully on 5 August 2020. There were no further periods when staff were furloughed.

For much of the year the self-employed Time Broker was temporarily unable to work due to Covid restrictions but the Craft Tutor continued to deliver her activities remotely. The Finance Officer and Time Brokers all continued to work from their normal places of work. The Social Media Administrator worked from home and the CEO worked partially from home and partially from the Gloucester office, maintaining regular contact with all members of the team, including Trustees by telephone and Zoom video conferencing. One member of staff remains on long term sick leave. All Trustee meetings and staff meetings were held by Zoom.

At Fair Shares our volunteers are known as participants as all our volunteers are recognised as equally contributors, within our philosophy of reciprocity. In usual years Fair Shares benefits from the contributions of over 200 regular participants, who share their time, skills and knowledge to build local cohesive communities of interest and place. In 2020 – 2021 we had over **250** active participants who gave their time to help others and supported over **1600** people.

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Time Banking

Time Banking offers a different approach to volunteering and values everyone's time equally.

Fair Shares has two time banks in Gloucester and Stroud. Time Banking provides opportunities for people to share their time to help others whether that be on an individual basis, one to one, or in group situations. The purpose of the activity is to bring people together, overcome loneliness, social isolation, build confidence and skills which not only benefits the recipients but also the person giving. This includes activities such as decorating, gardening, shopping, giving lifts, helping with household chores, light DIY, reading, going to the cinema together, helping at the allotment or lunch group, supporting others to go on walks and much more.

The careful arrangements and 'matching' by time brokers is very important to ensure the safety and sustainability of the work. Many of our participants have experienced isolation and loneliness whether that is as a result of their health conditions, limited resources or life experiences. We know that friendships develop through interactions one to one and groups. Group activities help people to overcome loneliness and isolation and form friendships through engagement in meaningful activity. All our activities are based on reciprocity. People support one another to organise and help to run sessions. All our activities develop from participant involvement.

Response to Covid 19

At the start of the Covid-19 pandemic it became clear that the most pressing need was to support people to be able to access essential items such as food and prescriptions, they needed information and help to overcome particular problems they were experiencing. We became part of local community response actions, mediated through the county online information service and in Gloucester a councillor led 'WhatsApp' group and in Stroud through the District Council but also through our extensive network of local community partners.

Throughout the year we have shared and signposted information to the community on social media and through our regular telephone calls to participants, collected and delivered shopping and prescriptions and helped to run a local food bank. In Gloucester the opportunity arose to work with The Friendship Cafe to cook and deliver freshly cooked meals to people in the community who were struggling. This was a huge undertaking but was more than just a meal. The delivery people spent time talking to people when they delivered the meals, provided some much need human contact when many were isolated.

People in the local community who had time on their hands came and helped, some who had been furloughed and some of our existing participants got involved as cooks or deliverers. They were a vital part of the work and without their involvement our work would have been very much less effective. Volunteer participants commented that they had found the experience of being involved with Fair Shares during the pandemic had helped them to cope during periods of lockdown, had given structure to their days and had supported their own mental wellbeing.

Gloucester Time Bank is located close to the city centre but within a short distance of three wards; Barton & Tredworth, Matson & Robinswood, and Coney Hill, all of which have areas which are in the lowest 20% of deprived neighbourhoods in the County. Fair Shares' main office, based at The Friendship Cafe, Painswick Road, Gloucester is the central hub of the organisation, with access to space to hold weekly events, a Woodwork Workshop, and this is where our vehicles are based; it is close to an allotment space that we are developing as a community area, at St James City Farm.

Stroud Time Bank includes the wider Stroud District but primarily focuses activity in Stroud Town and Stonehouse. Although Stroud does not currently have a base where people can come together, it does mean that the Time Broker is constantly out and about in the community meeting people. Stroud Time bank facilitates one to one activities and group activities and has developed particular expertise in working with people with physical and mental health conditions including dementia and memory impairment, their families and carers.

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Gloucester Time Bank Projects and Activities

Feeding the Community - In partnership with Friendship Café, Fair Shares established a lunch kitchen to cook a fresh meal each day Monday to Friday and deliver to people who were struggling to access food. We identified a number of people who were willing to help by shopping for people and delivering to people at home. Over the year approximately **16,000** meals were cooked and delivered, to over **500** people. **98** participants helped with cooking and delivering the meals. This equates to **5000** hours of 'work'. Whilst delivering meals and food, the delivery people were encouraged to spend time chatting to the recipients, which enabled us to find out if they had other needs or problems. For some recipients the deliverers would be the only person they would see or speak to that day - *'it gives me great pleasure to thank the workers and helpers that have helped myself and other elderly folk in our struggle over the last few months with the help of lunch time food. It's broken up the long days without friends we no longer have the chance to see. A very generous helping at the mid-day, breaks the day up with something healthy and brought to us by a cheerful Fair Shares member. I forgot to mention my friendly volunteer is Gary, always a kindly word.* (90 year old participant)

A small food bank was developed which enabled us to distribute dry food stuff to those who needed some immediate supplies and provided over **350** food parcels.

At Christmas in addition to providing regular meals we made and delivered **100** Christmas hampers for **140** individuals, couples and families we knew were unlikely to receive many gifts. Participants made and donated most of the contents: cakes, preserves, candles, books, Christmas decorations etc.

From the very start of the first lockdown we were receiving requests for help. By the end of April 2020 we had dealt with at least 40 requests for individual help whilst cooking and delivering between 50-60 meals a day.

In addition to responding to requests for help from individuals, we also worked with Hatherley and Widden local schools, delivering meals and food boxes to **40** families in receipt of free school meals to their homes as the collection system wasn't practical for them.

Hatherley Infants School offered feedback on the support we gave to their families

'Hampers and Free School Meals - delivering these has been really useful and has stopped up to 40 families from making the trip (often with their children) to school to collect them. The hampers themselves make a real difference to families who are suddenly having to feed their children at home and often on a reduced income. By the time I got back to school we had already had a phone call thanking us for the delivery and I spoke to another parent today who was similarly grateful.

The hot meals have been a help for vulnerable families too. Single Mums who are trying to cook, manage home schooling and being with their children all day, every day without a break. - They are greatly appreciated. One Mum I spoke to said that she was too exhausted to cook anything with having to manage the children on her own all day and that the food provide by FS [Fair Shares] and TFC [The Friendship Café] has meant that they get a proper meal rather than nuggets and chips. Another Mum who has been ill said that the meals meant she didn't have to try and cook when she really wasn't feeling up to it. I think it also helps families where tensions between parents are already high and can boil over at any point over small things like getting a meal ready. It makes a huge difference being able to refer people to you directly and have you call them. That's because those in real need often don't ask for help so you ringing them is key. It is also a real plus that they don't have to fill in forms or paperwork which so often they have to when seeking any kind of assistance and which often puts them off right at the start.

As a school Hatherley Infants are hugely grateful to you and the team at FS and TFC. We are also aware that your efforts reach the community as a whole and not just families at local schools. Your work extends to anyone in need and I have today given your number to someone looking after an elderly person who needs hot meals.

Thank you again for all your help. Hatherley Infants School

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Throughout the year we observed or heard about many acts of kindness; people doing more than they had been asked to do, providing additional shopping at their own cost, taking someone to regular hospital visits, spending time chatting, donating items to individuals, reassuring distant families, referring to other appropriate agencies and partners for more help, and more.

Supporting the Community - In addition to the food activity we continued to support vulnerable people in our communities, existing and new participants throughout the pandemic. Whilst we could not meet with most participants in person we kept in touch through telephone calls, Facebook and messages. Our project activities were delivered, adjusted to reflect the Covid-19 restrictions as they applied.

Community Allotment remained operational throughout the whole year, but closed to visitors at the start of the first lockdown. The Project Officer grew plants and salads which were given away to local people or to our food project to provide fresh food to accompany the meals. Plant swaps were arranged and one lady gave all her surplus tomato plants. As lockdown restrictions eased in May 2020 the allotment opened to visitors on a restricted system. The allotment was one of the first local places that people could come to and feel safe. We were approached by community partners including Young Gloucestershire and Gloucestershire Probation Service Community Payback team to ask if we could provide opportunities for their clients as there were very few places they could use. Active Gloucestershire supported us to set up Social Wednesdays so that over the summer months people could meet at a safe distance, experience being outdoors and take light exercise, whether it be gardening or walking around the site. At half term and holiday periods we provided children's events, to bring them outdoors and to experience nature. Over the year it was clear that the allotment had become a vital resource for local people to be outdoors and find peace and tranquillity in natural surroundings. The allotment directly supported over 120 people and 50 children. Unfortunately, Covid-19 restrictions curtailed plans for events at the allotment but 2 events, pumpkin carving and soup and sparklers were held during the autumn half term attended by over 50 adults and children. The allotment provided outdoor space for people to come to after the initial easing of restrictions following the first lockdown and provided facilities for participants from Probation Service Community Payback team who came and helped with the development of the site. Young Gloucestershire also used the space to support some of their young people at this time.

Wood Workshop & Young People's Project - The Covid-19 restrictions limited our capacity to deliver our Wood Workshop activities and young people's support at the workshop. Young people and their wellbeing remained a priority and where possible we have continued to support young people through woodwork and at the allotment. Young people were supported through one to one engagement and in one case within a family bubble. During periods when lockdown restrictions were eased, the Workshop re-opened for participants with safe distancing measures in place which reduced capacity by 50 %. During the first lock down the Project Officer made a video of how to make a bird box, which was uploaded to our Facebook page. 19 people attended at differing times and were involved in making items either as gifts for their family, or helping with items for the community. They helped with making insect hotels, a bench for a local rain garden, made wooden Christmas decorations a sign for the allotment and other smaller items.

The Wood Workshop also hosts a group of older woodworkers, Network Crafts, many of who are in their 70's and 80's who have not been able to attend the workshop since the start of the pandemic.

Craft Group

For much of the year the craft group continued, supported remotely. The tutor maintained contact with group participants individually, providing practical activities through videos focussing on craft activities which could be made with materials and resources readily available at home. The tutor was well known to the participants and was able to offer a 'listening ear' for those who were struggling during the lockdowns. Many of the participant have mental and or physical health conditions and further struggled with their mental health and other issues. For some, knowing a friendly person would be in touch by phone or text each week, who understood their circumstances, was a vital part of supporting their wellbeing. And when someone became very ill she was able to call on additional support through other parts of the time bank.

During the periods when lock down eased in the summer of 2020 the group were able to meet, and made community items such as some bunting for the allotment, alongside items to cheer themselves and others such as poppy brooches, and handmade envelopes enclosing messages of support to each other. As Christmas approached and meeting together was no longer possible, people helped to make items for our Christmas hampers.

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2021

Local Grant programmes - Fair Shares was invited to deliver 2 grant programmes:

Barnwood Trust usually runs an individual grants programme but, because of the restrictions, asked Fair Shares to deliver the programme on their behalf to people who lived in Gloucestershire, had a long term disability and where the grant would make a difference to the long term wellbeing of the individual. We were able to provide grants to 26 individuals, with an average grant of £192 per person. Grants included financial help to buy washing machines, fridge freezers, carpets, a 'standing' chair, wheelchair and more.

Gloucester City Council Nourishing Gloucester programme was a partnership programme with Gloucestershire Gateway Trust which secured supermarket vouchers for vulnerable families and the Redwell Centre and Fair Shares both of which were able to distribute the vouchers, purchase essential goods or help with utility bills for families with children under the age of 5. Through this programme we supported 189 families with 446 children

GEM (Going The Extra Mile)

The GEM Project aims to engage with and support individuals within Gloucestershire who are currently dealing with circumstances that are potentially causing barriers to work, and move these people closer towards education, training or work, including self-employment through a partnership of community organisations. Fair Shares directly employs one of the Navigator Developers whose role is to support people on their journey towards finding appropriate employment. During the pandemic the Navigator Developer worked from home and was able to support 7 participants of which 4 secured employment during the year. The remaining 3 continue to be supported.

"Dan had a difficult personal life and had been a participant Fair Shares Young People's Project, helping people in the community, but needed further employability support and was referred to the GEM project when he felt ready to start building his career again and to look for work. "I have been volunteering since I was 16, particularly in gardening and DIY type roles. I'm really keen to pursue an outdoors based career, I thought I might need a bit of help to get on the right path."

GEM provided a laptop so he could complete various online courses including English and ICT skills to help build his CV ready to apply for jobs. He then got involved with more activities at Fair Shares woodworking workshop, Allotments and St James City Farm and Robinswood Hill. In February 2020 he was offered a Kick Start post at St James City Farm.

"The GEM Project has helped me find out who I am. Not only has it helped me to find work but Farhanah has also helped sort out my life skills. I'd definitely recommend this project to people who may be struggling, it's helped me move forward and get on the right track again."

Summary of Achievements - Gloucester Time Bank

- Provided over **16,000** meals to over **500** people. **98** people from the community gave their time to cook and deliver food, to chat to lonely participants and to share their skills and knowledge.
- Provided **350** food parcels to struggling people
- Supported **40** free school meals families
- Gave out **100** Christmas hampers for **140** people, individuals, couples, families we knew were unlikely to receive many gifts.
- Supported **60** other participants through regular telephone calls and online activities making craft items.
- **20** videos made and uploaded to Facebook
- Sent out **15** craft based Activity Packs to participants.
- Provided activities for **220** people at the allotment
- Supporting over **212** families and individuals -a total of **375** people through the grant programmes we administered
- Supported **19** people including young people at the Wood workshop

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Stroud Time Bank Projects and Activities

Fair Shares was an important part of Stroud community support during the pandemic and we learned about the kind of issues facing isolated and vulnerable people. A reduction in face-to-face work by many organisations left many people struggling with reduced support at a time of heightened need. Fair Shares helped to link individuals with those that could offer support, not only practical support, such as shopping and collection of medication, but also support for those experiencing mental distress through being isolated for an extended period of time.

Many of our Stroud participants are older and have long term health conditions and were isolating or shielding which limited our capacity to offer in person support.

Over 60 Stroud households were supported during the pandemic by Fair Shares participants or staff collecting shopping or prescriptions, or liaising with local volunteer groups and Community organisations to make sure provisions and (ensuring) medical supplies were delivered. We offered advice about supermarket delivery services, navigating the complications of various support websites, offered telephone support to isolated and lonely people, supported family members struggling with vulnerable relatives, located and liaised with many community volunteer support groups that sprang up, offered guidance for those living with long term conditions and disabilities, helped with debt management and benefit advice, supported a disabled person with dog walking and offered emotional support to many individuals and families. We used our extensive mailing list to share information about resources across the District. Some individuals and families had more complex needs and coordination with statutory and voluntary agencies was necessary.

Dementia support was limited primarily to telephone support. We maintained contact with many family carers to ask how they were coping and if support was needed. One family reported they were in crisis as a male family member living with dementia in sheltered housing started to display aggressive behaviour. The family contacted Fair Shares because of our many years of supporting and working with the individual and our understanding of the extremely complex family dynamics. Following numerous phone conversations over several days and weeks with the family and coordination with Occupational Therapy, Adult Social Care, the Mental Health Crisis Team and others, the situation was resolved.

We continued to support the Nailsworth Dementia Action Alliance and support was given to carers through phone conversations, with food supplies delivered and prescriptions collected where needed. Fair Shares remained an active member of the County's Gloucestershire Community Dementia Link group, Forest of Dean Dementia Alliance providing online training to carers.

Chance To Chat postcards - were originally developed as a resource to support relationships affected by dementia but are now being used more widely as a resource to open conversation especially inter-generationally and with people who are lonely or isolated and have extended the range of images to include images of the Forest of Dean between 1950 - 1980.

We received request for postcard packs from individuals, care homes, care staff, health staff, carers and museum staff. Packs of cards were delivered to a Fair Shares participant living in sheltered accommodation in Stroud. She organised several discussions with residents about the cards and encouraged their use. One lady saw a picture of a caravan which reminded her of time when she'd owned a caravan and her school friend came to visit her. She said she'd be ringing her friend that evening. We received requests from families and professional support workers to use the postcards as a way of engaging with people who are experiencing memory difficulties. Sadly the restrictions at care homes made it difficult to offer the postcards there but the training that care staff have received from Fair Shares will help with the future of the project.

Gentle Walks - During much of the year we were unable to organise any group walks with carers, care staff and those living with dementia because of the Covid-19 pandemic, but during the summer when lockdown conditions eased we organised a limited Gentle Walk, at the Walled Garden of the Museum in the Park in Stroud. Two people living with dementia and a family carer attended. One of those who attended had hardly left his house for five months.

FAIR SHARES GLOUCESTERSHIRE

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

FOR THE YEAR ENDED 31 MARCH 2021

Instead we were able to arrange one to one walks with volunteer participants for those people experiencing isolation and loneliness who felt able to go out whilst maintaining safe distancing. These buddy walks were not necessarily for those living with dementia although one of the walks involved a person living with the early stages of dementia. His wife said he was always brighter and more alert and sociable after a walk. The walks had a significant impact on her life too, as she was able to have a few hours to herself, giving her a much needed break.

Fair Shares Stonehouse Community Allotment - is participant-led and opened twice a week throughout the year, whenever conditions permitted. It provided a space for some physical activity and socialisation and is of particular value to those who struggled with the enforced isolation, as many were already quite lonely and isolated, or living with mental health issues. Several said how valuable they found this support. During the period when lockdown restrictions were eased, students from the Apperley Centre for young people with special needs attended the allotment with their carers and benefited from the supportive environment. The staff commented on how it helped their feeling of being a useful member of the community, giving them a huge boost of self-worth.

The allotment needed to refresh its tools, so an appeal went out asking if any Fair Shares members could donate. Many donated tools, which helped to deliver better quality gardening experience and boosted participants feeling of self-worth. One participant, who lives with a long term debilitating condition and had attended every week, said it was an essential part of maintaining her mental health and avoiding isolation.

Coffee Mornings Prior to the Covid-19 pandemic Fair Shares organised regular coffee mornings at a Stonehouse café offering emotional and practical support for those who are isolated and vulnerable. This became a virtual coffee group for most of the year, through social media. This continued to give emotional support to those involved and also practical advice about form filling, accessing food vouchers, approaching health organisations and sorting out shopping and other needs. One 'in person' coffee group of 5 people was held in a participant's garden, which had street access. Social distancing was fully observed. The chat during this occasion sparked the idea for a virtual chess group, as a couple of members are keen chess players.

Chess group developed following the coffee morning, being established between a few participants who researched guidance on playing virtual chess. Details were shared with residents of a sheltered housing complex and through our membership of Time Bank UK were even able to include a resident in Plymouth.

Individual support was very constrained but through our local connections and resources we were able to provide some much needed practical support to some people. The nature of the support was varied but examples include: providing safeguarding support to one individual; a microwave oven and a washing machine supplied to two people, both of which had been donated by other participants. Food cooked at Gloucester Fair Shares was delivered to individuals and families and a Christmas hamper donated by Waitrose was given to an isolated person living with depression. She said *'it was the best thing to have happened to her over Christmas and really lifted her spirits'*.

Summary of Achievements - Stroud Time Bank

- Supported **127** people with practical help during the Covid-19 lock downs
- Provide social and community support to **28** people
- Supported **34** people at the Stonehouse allotment
- Provided dementia-related support to **104** individuals

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Key Partnerships

Our work in Gloucester and Stroud to support people throughout the pandemic has been achieved by working in partnership with other local charities and community organisations, the statutory sector and private businesses and the local community. Without their support we would not have been able to deliver to the same extent. A number of organisations supported us throughout the whole year and we do want to thank them:

- **All Pulling Together Stonehouse**
- **Barnwood Trust** for organisational support
- **Continental Foods** for their donations of meats and other supplies
- **Ecclesiastical Insurance** for the time and expertise of their cooks at Christmas
- **Friendship Café** for the use of the café space and staff and with whom we worked together to prepare and deliver meals and manage a food bank
- **Feed the Hungry**
- **Gloucester City** councillors and the street links which referred people in need to us.
- **Gloucester Helping Hands**
- **Gloucester Food Consortium** who organised deliveries of food including Fare Share Food bank
- **GL Communities and Together in Matson**
- **Gloucester Services** which provided surplus food and referred furloughed staff as volunteers
- **Gloucestershire Gateway Trust** and its many partnerships and initiatives to raise funds, facilitate connections and open doors
- **Island Delight** for the meals they donated
- **Morrison's Metz Way** which week after week provided pallets of food to help us cook meals and provide food boxes
- **Museum in the Park, Stroud**
- **The Venture: White City** which delivered food to us and work collaboratively to support the most vulnerable families in the community
- **Sainsbury's Local , Barton Street**
- **Stroud District Councillors** and local street reps who referred people to us
- **Tesco, Quedgely**
- **Wynn's café, Stonehouse**
- **Widden school** donations of fresh fruit
- **Arshad Kholwadia** for weekly delivery of freshly cooked biriyani's
- **Participants** who donated goods and equipment to help others

There were many others organisations we worked with or which supported and helped us during this difficult year, practically and financially.

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Fair Shares Strategic Plan 2020-2021

The strategic plan had been developed at the start of 2020, prior to the start of the Covid pandemic. We quickly recognised that the immediate needs of supporting the community would take priority over other activities we had planned. We therefore adapted our strategy in response to the changed environment and focussed all our efforts over the year on delivering community support rather than delivering a previously developed strategy. As a consequence a number of planned actions were deferred and will be considered as part of the formulation of the 2021 - 2022 Strategy.

What we planned to do	Actions	Progress
Consolidate core business	3 year plan for Stroud Develop Gloucester allotment Green impact assessment	Deferred Done Deferred
Develop more diverse funding	Submit new Lottery bid Identify 5 local businesses to approach	Done Deferred
Develop strategic partnership working	Work actively with the new NHS Trust Draw up and implement an exit strategy for criminal justice project Recruit 10 'Friends of Fair Shares'	Deferred Done Deferred
Increase active involvement of participants	Active engagement of participants in how the allotment develops Active engagement of participants in proposing ideas for fundraising	Done Deferred
Effective use of resources	Complete 2 evaluations - Young People & Dementia Project Review database of participants Review vehicle plan, including identifying funding for maintenance and upgrade	Deferred Deferred Deferred, finance committee assessing options to address this

Fundraising

Fair Shares is supported by an experienced external Grants Officer. In common with many other small local charities, Fair Shares continues to operate in a challenging funding environment. However, we continue to have a strong relationship with many of our funders who support our projects, and funders have been very responsive to the demands that the emerging Covid-19 pandemic created. The CEO has supported a talented, resourceful staff team which has enabled the continuation of our core time banking work.

In addition, Fair Shares also provided accountancy and payroll services to several small local organisations, which provided further unrestricted funding.

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Reserves Policy

We have a systematic approach to the reviewing policies, led by trustees, to ensure they remain current and relevant. The formation of the Finance Committee has led to a review of the finance related policies; Reserves Policy, Financial Procedures Policy and Salaries policy. The Financial Procedures Policy and Salaries Policy required minimal changes but the Reserves Policy review resulted in more fundamental changes which reflect Charity Commission guidance. As a small charity, heavily reliant on income from grants we need Reserves in order to manage unforeseen emergencies, provide short-term funds to overcome deficits in a cash budget, manage liabilities in the event of closure of the organisation and provide short term funding and to deliver planned commitments.

In developing the reserves policy Trustees considered risk and likelihood of risks occurring, balancing that with the capacity of the organisation to hold sufficient funds as unrestricted Reserves. In assessing the level of unrestricted reserves required, the amount and availability of accessible restricted funds is also considered.

Reserves requirements are reviewed at least every 6 months and more frequently at Finance Committee meetings. The aim is to maintain at least 3- 6 months operating costs.

Financial review

All restricted funds (monies awarded by Trusts and Local Authorities for specific projects), the basis of all of our applications, are spent in accordance with the conditions of the funding unless otherwise agreed with the grant provider.

Total Income in the year was £246,221 up from £241,456 in the 2019-2020 financial year an increase of £4,765. As in previous years the majority of our income was restricted funding.

Total expenditure in the year was £210,533 down from £210,935 in the year 2019-2020 a reduction of £402.

At the end of the year our unrestricted reserves were £40,868. Our unrestricted reserves are equivalent to between two and three months of operating expenditure at the end of the year. Our longer term objective is to have between three and six months of operating expenditure. This process has begun but will take some time to achieve.

A rolling monthly cash flow forecast is prepared and if the overall level of available funds falls below three months of accessible unrestricted funds required to meet the considered costs of risks and likelihood of risks, Trustees will put in place appropriate plans with the CEO to return the charity to an acceptable cash position to ensure sustainability.

The company's Memorandum and Articles of Association place no restrictions on the investment powers of the trustees.

FAIR SHARES GLOUCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Statement of Trustees' responsibilities

The Trustees, who are also the directors of Fair Shares Gloucestershire for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

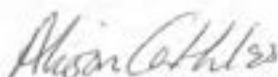
Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

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

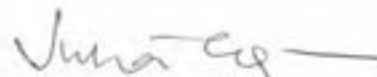
The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding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

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



A Cathles (Joint Chair)

Dated: 26 July 2021



J Cigman (Joint Chair)

Dated: 26 July 2021

FAIR SHARES GLOUCESTERSHIRE

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF FAIR SHARES GLOUCESTERSHIRE

I report to the Trustees on my examination of the financial statements of Fair Shares Gloucestershire (the charitable company) for the year ended 31 March 2021.

Responsibilities and basis of report

As the Trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

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

Independent examiner's statement

I have completed my examination. I confirm that no 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 charitable company as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements 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 (FRS 102).

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 financial statements to be reached.



Griffiths Marshall

Beaumont House
172 Southgate Street
Gloucester
Gloucestershire
GL1 2EZ

Dated: 26 July 2021

FAIR SHARES GLOUCESTERSHIRE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Income and endowments from:							
Grants and donations	3	1,852	191,483	193,335	2,682	194,750	197,432
Incoming resources from charitable activities							
Woodworking Income	4	-	-	-	-	1,223	1,223
Other trading activities	5	4,704	21,561	26,265	11,276	23,974	35,250
Other income	6	602	26,019	26,621	487	7,064	7,551
Total income		7,158	239,063	246,221	14,445	227,011	241,456
Expenditure on:							
Raising funds							
Costs of generating funds	7	-	5,994	5,994	5,404	-	5,404
Charitable activities	8	3,845	200,471	204,316	45,790	159,498	205,288
Other	9	223	-	223	243	-	243
Total resources expended		4,068	206,465	210,533	51,437	159,498	210,935
Net incoming resources before transfers		3,090	32,598	35,688	(36,992)	67,513	30,521
Gross transfers between funds		(4)	4	-	25,551	(25,551)	-
Net income for the year/ Net movement in funds		3,086	32,602	35,688	(11,441)	41,962	30,521
Fund balances at 1 April 2020		37,782	116,904	154,686	49,223	74,942	124,165
Fund balances at 31 March 2021		40,868	149,506	190,374	37,782	116,904	154,686

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

FAIR SHARES GLOUCESTERSHIRE

BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	14		3,614		6,150
Current assets					
Debtors	15	7,716		9,053	
Cash at bank and in hand	16	196,260		189,079	
		203,976		198,132	
Creditors: amounts falling due within one year	17	(17,216)		(49,596)	
Net current assets			186,760		148,536
Total assets less current liabilities			190,374		154,686
Income funds					
Restricted funds	20	149,506		116,904	
Unrestricted funds		40,868		37,782	
		190,374		154,686	

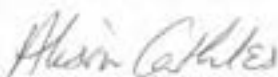
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2021.

The directors acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

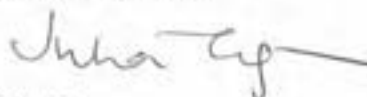
The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 26 July 2021



A Cathles
Joint Chair



J Cigman
Joint Chair

Company Registration No. 04938680

FAIR SHARES GLOUCESTERSHIRE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	23		7,181		(14,412)
Investing activities					
Purchase of tangible fixed assets		-		(286)	
Net cash used in investing activities			-		(286)
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			7,181		(14,698)
Cash and cash equivalents at beginning of year			189,079		203,777
Cash and cash equivalents at end of year			<u>196,260</u>		<u>189,079</u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

Company information

Fair Shares Gloucestershire is a private company limited by guarantee incorporated in England and Wales. The registered office is Chequers Bridge Centre, Painswick Road, Gloucester, GL4 6PR.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charitable company is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

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

The charity holds restricted and unrestricted funds.

Unrestricted funds are used for the general purposes of the charity.

Restricted funds are used only for the particular purpose for which they are intended.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charitable company.

1.4 Incoming resources

Income is recognised when the charitable company is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charitable company has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Turnover is measured at the fair value of the consideration received or receivable and represents amount receivable for goods and services provided in the normal course of business.

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.5 Resources expended

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Resources expended are recognised in one of the following three categories on the subsequent basis:

Generating funds: Costs incurred to help the charity generate incoming resources through the sale of goods from shops, including repairs and maintenance.

Charitable Activities: resources used to help the charity meet its main aims and objectives and provide care for the general public.

Governance Costs: Subsequent costs of financing the charity and meeting our statutory requirements

1.6 Tangible fixed assets

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

Tangible fixed assets for the use by the charity are capitalised on acquisition based on the nature of the asset. Any asset that has a value of lower than £500 is treated as an expense in the year of acquisition.

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

Fixtures, fittings & equipment	3 Years straight line
Motor vehicles	25% Reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Impairment of fixed assets

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

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised immediately in income/ (expenditure for the year, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately, unless the relevant asset is carried in at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

2 Critical accounting estimates and judgements

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

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

3 Grants and donations

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2021 £	2021 £	2021 £	2020 £	2020 £	2020 £
Donations and gifts	1,852	1,301	3,153	2,682	3,025	5,707
Grant income	-	190,182	190,182	-	191,725	191,725
	<u>1,852</u>	<u>191,483</u>	<u>193,335</u>	<u>2,682</u>	<u>194,750</u>	<u>197,432</u>
Donations and gifts						
Donations	1,852	1,301	3,153	2,426	3,025	5,451
Gift Aid	-	-	-	256	-	256
	<u>1,852</u>	<u>1,301</u>	<u>3,153</u>	<u>2,682</u>	<u>3,025</u>	<u>5,707</u>
Grant income						
Active Gloucestershire	-	2,200	2,200	-	-	-
Allen Lane Foundation	-	1,250	1,250	-	3,750	3,750

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

3	Grants and donations	(Continued)					
	Anonymous	-	10,000	10,000	-	-	-
	Asda Foundation	-	300	300	-	500	500
	Barton & Tredworth Neighbourhood Partnership	-	-	-	-	4,099	4,099
	Barnwood Trust	-	4,500	4,500	-	1,440	1,440
	Charities Aid Foundation	-	4,600	4,600	-	-	-
	DCMS funds distributed by Gloucestershire Foundation: Resilience Fund	-	20,140	20,140	-	-	-
	DCMS funds distributed by Gloucestershire Community Foundation: Coronavirus Recover & Resilience Grant	-	8,557	8,557	-	-	-
	DCMS funds distributed by National Lottery Community Fund: Coronavirus Community Support Fund	-	37,500	37,500	-	-	-
	Dunhill Medical Trust	-	-	-	-	21,388	21,388
	Gloucester City Council	-	800	800	-	250	250
	Gloucester City Homes Gloucestershire Community Foundation	-	500	500	-	7,850	7,850
	Gloucestershire County Council	-	3,500	3,500	-	4,091	4,091
	Gloucestershire Gateway Trust	-	5,625	5,625	-	7,875	7,875
	HDH Wills 1965 Charitable Trust	-	22,533	22,533	-	20,250	20,250
	Henry Robert Bull Charitable Trust	-	-	-	-	500	500
	Henry Smith Charity	-	-	-	-	1,000	1,000
	Hilden Charitable Fund	-	-	-	-	7,500	7,500
	HMRC Job Retention Scheme	-	-	-	-	1,000	1,000
	Langtree Trust	-	5,641	5,641	-	-	-
	Leigh Trust	-	500	500	-	-	-
	National Lottery Community Fund	-	1,000	1,000	-	-	-
	Noel Buxton Trust	-	26,301	26,301	-	54,917	54,917
	Office of the Police and Crime Commissioner Gloucestershire	-	1,300	1,300	-	2,000	2,000
	Persula Foundation	-	17,500	17,500	-	18,500	18,500
	Postcode Community Trust	-	1,660	1,660	-	3,340	3,340
	Saintbury Trust	-	-	-	-	12,600	12,600
	Sobell Foundation	-	-	-	-	2,000	2,000
	Souter Charitable Trust	-	-	-	-	3,000	3,000
		-	-	-	-	2,000	2,000

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

3 Grants and donations

(Continued)

Stroud District Council	-	8,000	8,000	-	4,000	4,000
Summerfield Trust	-	-	-	-	3,000	3,000
Swire Charitable Trust	-	5,625	5,625	-	1,875	1,875
Sydney Black Charitable Trust	-	-	-	-	1,000	1,000
Tesco - Groundwork UK	-	500	500	-	-	-
Verdon-Smith Family Charitable Trust	-	150	150	-	-	-
Zurich Community Trust	-	-	-	-	2,000	2,000
	-	190,182	190,182	-	191,725	191,725

4 Incoming resources from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Woodworking income	-	-	-	-	1,223	1,223
	-	-	-	-	1,223	1,223

5 Other trading activities

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Fees	3,954	21,561	25,515	3,018	21,634	24,652
Consultancy income	-	-	-	450	2,340	2,790
Woodworking income	750	-	750	7,808	-	7,808
Other trading activities	4,704	21,561	26,265	11,276	23,974	35,250

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

6 Other income

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2021 £	2021 £	2021 £	2020 £	2020 £	2020 £
Other income	602	26,019	26,621	487	3,489	3,976
Vehicle income	-	-	-	-	3,575	3,575
	<u>602</u>	<u>26,019</u>	<u>26,621</u>	<u>487</u>	<u>7,064</u>	<u>7,551</u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

7 Raising funds

	Unrestricted funds	Restricted funds	Total 2021	Total 2020
	£	£	£	£
<u>Costs of generating funds</u>				
Fundraising fees	-	5,994	5,994	5,404
	<u>-</u>	<u>5,994</u>	<u>5,994</u>	<u>5,404</u>
	<u>-</u>	<u>5,994</u>	<u>5,994</u>	<u>5,404</u>
For the year ended 31 March 2020				
Costs of generating funds	5,404	-		5,404
	<u>5,404</u>	<u>-</u>		<u>5,404</u>

8 Charitable activities

	2021 £	2020 £
Staff costs (see note 12)	133,152	141,428
Share of support costs (see note 11)	69,376	62,076
Share of governance costs (see note 11)	1,788	1,784
	<u>204,316</u>	<u>205,288</u>
Analysis by fund		
Unrestricted funds	3,845	45,790
Restricted funds	200,471	159,498
	<u>204,316</u>	<u>205,288</u>

9 Other

	2021 £	2020 £
Financing costs	223	243
	<u>223</u>	<u>243</u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

10 Trustees

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

11 Support costs

	Support costs	Governance costs	2021	Support costs	Governance costs	2020
	£	£	£	£	£	£
Depreciation	2,536	-	2,536	3,379	-	3,379
Rent, rates & room hire	10,943	-	10,943	14,048	-	14,048
Misc. expenses	26,224	-	26,224	-	-	-
Postage, printing & office supplies	1,690	-	1,690	1,970	-	1,970
Phone, internet & computer	2,992	-	2,992	2,704	-	2,704
Staff travel, expenses & training	18,329	-	18,329	26,730	-	26,730
Professional fees	613	-	613	913	-	913
Equipment	2,870	-	2,870	7,126	-	7,126
Evaluation & subscriptions	824	-	824	426	-	426
Insurances	2,355	-	2,355	4,780	-	4,780
Audit fees	-	1,788	1,788	-	1,784	1,784
	<u>69,376</u>	<u>1,788</u>	<u>71,164</u>	<u>62,076</u>	<u>1,784</u>	<u>63,860</u>
Analysis by fund						
Unrestricted funds	1,284	1,788	3,072	27,886	1,784	29,670
Restricted funds	68,092	-	68,092	34,190	-	34,190
	<u>69,376</u>	<u>1,788</u>	<u>71,164</u>	<u>62,076</u>	<u>1,784</u>	<u>63,860</u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

12 Employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Fair Shares	2	2
Stroud	1	1
Woodworking	1	1
Gloucester	3	2
HM Prisons	-	2
Young People's Project	1	1
GEM Project	1	1
Total	9	10

Employment costs	2021 £	2020 £
Wages and salaries	116,713	116,962
Social security costs	1,803	3,095
Sessional staff	12,912	19,485
Recruitment	-	54
Pension costs	1,724	1,832
	133,152	141,428

Analysis by fund		
Unrestricted funds	773	16,120
Restricted funds	132,379	125,308
	133,152	141,428

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

13 Taxation

The charitable company is exempt from corporation tax on its' charitable activities.

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

14 Tangible fixed assets

	Fixtures, fittings & equipment	Motor vehicles	Total
	£	£	£
Cost			
At 1 April 2020	24,934	60,275	85,209
At 31 March 2021	24,934	60,275	85,209
Depreciation and impairment			
At 1 April 2020	22,567	56,492	79,059
Depreciation charged in the year	1,590	946	2,536
At 31 March 2021	24,157	57,438	81,595
Carrying amount			
At 31 March 2021	777	2,837	3,614
At 31 March 2020	2,367	3,783	6,150

15 Debtors

	2021	2020
	£	£
Amounts falling due within one year:		
Trade debtors	5,638	6,930
Prepayments and accrued income	2,078	2,123
	7,716	9,053

16 Cash at bank and in hand

	2021	2020
	£	£
Bank current account	195,464	188,188
Credit Card	292	-
Petty cash	504	891
	196,260	189,079

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

17 Creditors: amounts falling due within one year

	Notes	2021 £	2020 £
Deferred income	18	5,400	45,161
Trade creditors		10,116	2,735
Accruals and deferred income		1,700	1,700
		<u>17,216</u>	<u>49,596</u>

18 Deferred income

	2021 £	2020 £
Arising from Deferred Income	<u>5,400</u>	<u>45,161</u>

19 Retirement benefit schemes

Defined contribution schemes

The charitable company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund The People's Pension.

The charge to profit or loss in respect of defined contribution schemes was £1,724 (2020 - £1,832).

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

20 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				
	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£
BTNP	518	-	-	-	518
Covid Response	1,500	36,500	(36,258)	1	1,743
GEM Project	1,872	20,561	(16,852)	-	5,581
Gloucester	43,302	102,660	(70,021)	1	75,942
HM Prisons	8,169	27,939	(36,108)	-	-
Network Crafts Group	3,598	-	-	-	3,598
New Vehicles	2,056	-	-	-	2,056
Stroud	52,624	24,590	(31,996)	1	45,219
Woodworking Restricted	3,220	936	(1,967)	-	2,189
Youngs People's Project	45	25,877	(13,263)	1	12,660
	<u>116,904</u>	<u>239,063</u>	<u>(206,465)</u>	<u>4</u>	<u>149,506</u>

Unrestricted funds

	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£
Support	37,782	6,155	(3,065)	(4)	40,868
Woodworking	-	1,003	(1,003)	-	-
	<u>37,782</u>	<u>7,158</u>	<u>(4,068)</u>	<u>(4)</u>	<u>40,868</u>

21 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fund balances at 31 March 2021 are represented by:			
Tangible assets	3,614	-	3,614
Current assets/(liabilities)	37,254	149,506	186,760
	<u>40,868</u>	<u>149,506</u>	<u>190,374</u>

FAIR SHARES GLOUCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

22 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2021 £	2020 £
Aggregate compensation	21,173	22,737

23 Cash generated from operations

	2021 £	2020 £
Surplus for the year	35,688	30,521
Adjustments for:		
Depreciation and impairment of tangible fixed assets	2,536	3,379
Movements in working capital:		
Decrease/(increase) in debtors	1,337	(5,986)
Increase in creditors	7,381	281
(Decrease) in deferred income	(39,761)	(42,607)
Cash generated from/(absorbed by) operations	7,181	(14,412)