

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

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| 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 |
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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.

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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

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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.

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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

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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

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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

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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 |
| | <hr/> | <hr/> |
| Total | 8 | 9 |
| | <hr/> <hr/> | <hr/> <hr/> |

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 |
| | <hr/> | <hr/> |
| | 131,418 | 133,152 |
| | <hr/> <hr/> | <hr/> <hr/> |

Analysis by fund

| | | |
|--------------------|-------------|-------------|
| Unrestricted funds | - | 773 |
| Restricted funds | 131,418 | 132,379 |
| | <hr/> | <hr/> |
| | 131,418 | 133,152 |
| | <hr/> <hr/> | <hr/> <hr/> |

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 |