

WORCESTER COMMUNITY TRUST

England & Wales · Charity number 1112342

Details

Other names	CAP360 WORCESTER LIMITED, COMMUNITIES AROUND THE PARK
Status	Registered
Legal form	Charitable company
Company number	04722577
Registered	2005-11-30
Register	View on the Charity Commission register

Contact

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Activities

Objects: (I) TO PROMOTE FOR THE BENEFIT OF THE INHABITANTS OF THE AREA OF WORCESTERSHIRE AND THE SURROUNDING AREA ('THE AREA OF BENEFIT') WITHOUT DISTINCTION OF AGE, SEX, SEXUAL ORIENTATION, RACE OR POLITICAL, RELIGIOUS OR OTHER OPINIONS, BY ASSOCIATING TOGETHER THE INHABITANTS AND LOCAL AUTHORITIES, VOLUNTARY OR OTHER ORGANISATIONS IN A COMMON EFFORT TO ADVANCE EDUCATION, RELIEVE POVERTY AND SICKNESS AND TO PROVIDE FACILITIES IN THE INTERESTS OF SOCIAL WELFARE FOR RECREATION AND OTHER LEISURE-TIME OCCUPATION WITH THE OBJECT OF IMPROVING THE CONDITIONS OF LIFE FOR THE INHABITANTS OF THE AREA OF BENEFIT (II) TO ESTABLISH OR SECURE THE ESTABLISHMENT OF A COMMUNITY CENTRE OR CENTRES AND TO MAINTAIN AND MANAGE THE SAME, WHETHER ALONE OR IN CO-OPERATION WITH ANY LOCAL AUTHORITY OR OTHER PERSON OR BODY.

Activities: WCT enables children, young people, families & communities to access a wide range of positive activities, opportunities & experiences through supporting families, promoting achievement & aspirations, offering early support & reaching out to those with fewest advantages.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Recreation
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** WORCESTER CITY.
- Worcestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,789,291	£1,654,058	£968,895	70
2024-03-31	£1,741,476	£1,636,748	£833,662	76
2023-03-31	£1,525,096	£1,555,734	£728,934	69
2022-03-31	£1,493,779	£1,322,784	£759,572	51
2021-03-31	£1,445,237	£1,036,832	£588,577	53

Trustees

Name	Role	Appointed
Bridget Brickley	Chair	2017-07-26
Claire Louise Thompson		2014-02-04
Jasbinder Cartwright		2022-04-01
Nicholas Morris		2024-11-25
Philip Andrew Fowler		2020-02-20
RICHARD SOPER		2014-12-01
Samantha Mccarthy		2025-06-10
Sharon Louise Tilki		2024-11-15

WORCESTER COMMUNITY TRUST

England & Wales - Charity number 1112342

Accounts



**WORCESTER COMMUNITY TRUST
TRUSTEES' REPORT AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

Worcester Community Trust Contents

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Worcester Community Trust
Company No. 04722577
Trustees' Report For The Year Ended 31 March 2025

The trustees present their report and the financial statements for the year ended 31 March 2025.

Objectives and Activities

Aims and Objectives

As defined in the Trust's Memorandum and Articles the objects of the charity are:

i. To promote the benefit of the inhabitants of Worcester City ("The area of Benefit") in line with The Equality Act 2010, without distinction of age, sex, sexual orientation, disability, marriage and civil partnership, gender reassignment, religion or belief, maternity and pregnancy, by associating together with the inhabitants and the local authorities, voluntary or other organisation in a common effort to advance education, relieve poverty and sickness and to provide facilities in the interest of social welfare for recreation and other leisure time occupation with the object of improving the conditions of life for the inhabitants in the area of benefit.

ii. To establish or secure the establishment of community facilities and to maintain and manage the same whether alone or in cooperation with any local authority or other person or body. Ensuring our work delivers our aims The Trust will be locally driven, owned and controlled thus encouraging a community voice, ownership and democratic participation.

Public Benefit

Worcester Community Trust (WCT) manage 6 community centres in Worcester and run a range of community projects, which aim to change the lives of people every day. The community centres are in the areas which face greatest inequality but offer great facilities for social, leisure and sporting activity for the local community. The community projects we run include community empowerment activities, Debt and Energy Support, Job clubs, youth services, lunch clubs and services for older people and those that feel socially isolated, support to those experiencing domestic abuse and skills and training development, including construction skills. Community work is the core of all centres, providing an outlet and 'safe haven' for residents nearby, operated by people they trust and who understand their problems and needs.

The trustees confirm that they have complied with the requirements of Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

Achievements and Performance

Main Achievements

Executive summary

2024/25 has been a positive year for Worcester Community Trust (WCT) against a backdrop of managing the effects of the cost-of-living crisis on people's lives and continued inflation affecting the running costs of the charity. This year we directly supported 333 people, we have implemented Year 1 of our 3 Year business plan (2023/24 – 2025/26) focusing on strengthening the organisation to withstand the volatile economy and expand on the complex support that the people we work with require to live happier, healthier lives.

The hubs have moved to a new structure of management and along with additional online promotion and tidying of the hubs this has resulted in the highest recorded level of room hire income. From external bookings there have been increase on the pre covid record. Including internal bookings this was a 60% increase. There has been continued reflection and renewal in our organisations structure to make sure we are the best form to manage the wide range of services, contracts and support that we deliver.

The Joy project is in its final year of funding from Public Health Worcestershire help expand the service across the county. DAWN has increased its support to victims and survivors of Domestic Abuse (DA) through its 1-1, group and partnership work this project is in the final year of funding. Following on the success of community builders that were employed via funding through Worcester City Council. We wanted to continue ABCD as part of our Projects delivery and we are pleased to announce that we successful with an application to Esme Fairburn for 2 years to build on this project. Our continued partnership with Cadent Gas, to deliver Debt and Energy Support that works symbiotically with our Lottery funded Wellbeing Job Clubs. We were also successful with funds from City Council and UKPF for delivery skills that move people closer to employment and increasing digital skills.

Our hubs continued to provide safe and welcoming spaces for our local communities, and we have fulfilled strategic objectives around income, managing increased costs and investing in the assets. As part of the Towns Fund Community Skills Project, we saw the completion of 4 reception areas with improved space for digital connectivity. We also saw the completion of BB2 and an open and handover event will be taking place in April 25. We are very proud of what has been achieved across the past 12 months. Our projects continued to provide vital support to those who needed it most and they developed new and innovative ways of delivering services for local people.

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Worcester Community Trust Trustees' Report (continued) For The Year Ended 31 March 2025

Main Achievements - continued

WCT remains well placed, in the hearts of our communities, with the support of our local partners, to challenge disadvantage and inequality, to make a big difference to the lives of people across the city and work towards our vision to create a city where people feel connected, supported, and empowered.

Our core values at WCT highlight our ambition to work collaboratively with local people and partners to achieve more, welcoming diversity and innovation and driving a dynamic and visionary organisation. WCT and partners have truly delivered against these values and our social objectives through the past 12 months.

Message from our Chair

This has been another challenging year for WCT, with increases in costs driven in part by inflation and the changes in national insurance. However, through the implementation of the strategic vision for sustainability through building on revenue opportunities, WCT has been able to meet this challenge. Following the restructure of the Hubs, along with a program of refurbishments supported by Worcester City Council, we have seen a steady increase in income. This approach was initially driven by our outgoing CEO Jon Newey and continued by the new acting CEO Helen Davis. The ease that Helen has stepped into this role, alongside the seamless adaptation of Senior Leadership Team (SLT) to reorganise the management of the business, is another important element of building a sustainable organisation, which is held together by the sum of the parts, rather than one individual. A huge thank- you to all of them.

My next thank you goes to all the staff. Their hard work has ensured that WCT can provide excellent services and support for the residence of Worcester City and beyond. Their commitment and compassion is, as ever, exceptional and in some cases life changing. Without them there would be no WCT. In recognition of this the SLT have supported the Trustees to undertake a pay review and implement a pay restructure to ensure that salaries reflect the role, as well as being more equitable across the organisation.

I would also like to thank all our partners and funders. The projects which they have supported are outlined in this report and we are grateful, not only for the important funding that many provide, but also for their confidence to collaborate with us to ensure that we can deliver and build on the important work we do.

Finally thank you to all the volunteers who help to ensure that we meet the needs of the community. This includes my fellow trustees. There is a diverse range of skills and knowledge on the Board, alongside a strong commitment to WCT. The advice and support they provide is invaluable and ensures that there is strong governance, which both myself and the SLT welcome and value.

Our current strategy ends in March 2026 and the Board, with the support of the SLT, are in the process of developing the new one. This new strategy will outline our future vision. Setting out the services that will be built on, alongside any emerging priorities. We very much view this as a collaborative piece of work, so will be listening to partners and stakeholders very carefully. We will also be working with, and listening to the people who use our services, as well as those who don't. This will enable the trust to have a clear understanding of what is important to service providers and the community, thus shape a meaningful and sustainable strategy.

Charitable Activities

Our Vision and Mission

Vision:

Worcester: A City where people feel connected, supported, and empowered.

Mission:

Bringing Communities Together by delivering services and activities for all.

Social Objectives

- 1.To provide social activities for children, young people families and for those in later life.
- 2.To provide specialist services for individuals affected by domestic abuse.
- 3.To provide quality training and support for local people seeking to enhance their skills.
- 4.To offer professional support and activities to build good mental health and wellbeing.

Values & Behaviours:

We Collaborate – Working together with local people and partners to achieve more.

We are Inclusive – Access for all, welcoming diversity, and valuing uniqueness.

We are Ambitious – We value innovation and creativity, driving a progressive, dynamic, and visionary organisation.

Delivering Excellence – Investing in our staff, volunteers, and infrastructure to provide quality and professional services.

Introduction

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Worcester Community Trust Trustees' Report (continued) For The Year Ended 31 March 2025

Charitable Activities - continued

In 2024/25 Worcester Community Trust (WCT) saw an increase in demand for its services. As a response to the ongoing cost of living crisis. We have strengthened areas such as Debt and Energy support with an additional member of staff and see a continued demand from this work. We have gone from directly supporting 2053 individuals across our many services in 2022/23 to 2,611 individuals in 2023/24. This increase has been through the high level of support offered through our Welfare activity and through the increase in Asset Based Community Development (ABCD) work in Dines Green. To support the strengthening and sustainable management of the hubs, we have reviewed and altered the staffing structure of the hubs to have 2 Full Time managers that manage 3 buildings each, which offer increase pay for the role, more accountability and line management structure to cope with the range of locations and building needs. We have worked with Worcester City Council (WCC) to renegotiate their support in the form of a management grant and a contribution to building maintenance support. This is still an ongoing discussion with Worcester City Council. This financial year we are at 55% that we contribute to maintenance costs

Dawn has seen a continued demand for its services, and we were supported by Public Health This brings it in line with the end other Domestic Abuse (DA) contracts, where all contracts will need to be retendered. We secured new funding to expand our DA work from Garfield Weston, and through a partnership with West Mercia Women's Aid we have developed a community led training practice called DA Champions that reached 55 different hidden communities.

We have worked innovatively with private organisations such as Cadent Gas, who fund our Debt and Energy support workers and have also distributed low energy cooking equipment and low cost cooking training to 900 people this year. In the latter part of the year we have continued to work on the partnership with GLP and this partnership will grow in 2025/26 with GLP taking on the new construction centre in Dines Green with this is finished in early 2025.

We have progressed in the delivery of the Advanced Towns Fund in completing the Building Block extension. As always WCT staff have been at the forefront of leading our services, developing new and exciting projects to support local people and have once again shown strength, determination and resilience in the increasing number of complex challenges people are facing.

WCT have built new relationships with a range of partners, that has assisted in enhancing our existing services, enables the charity to create new opportunities and increased access to community-based services for our residents

Worcester Community Trust support in numbers

WCT has supported residents across the whole of Worcester City and Worcestershire County. We have supported 2611 directly in 2024/25/ through our different projects

Governance

We started this 2024/25 with a Trustees Skills and Demographic Audit to make sure WCT continues to be representative of the people who use our services and also to have the range of skills to manage the breadth and complexity of the organisation. We recruited a new trustee as treasure that came with a breath of experience as a financial controller for a locally based, national sports centre and health provider. We have sought further applications for new trustees to bring in local knowledge of areas close to our hubs, which we are moving currently inviting to observe WCT's governance processes.

Within the operational team we have made some changes to the structure of the organisation. The hubs have seen an overhaul, moving from a flat structure of 1 person line managing 13 people across 6 locations, to something more structured that sees 2 multi-hub managers overseeing the operation of 3 hubs each with a team of supporting staff.

In this year we have seen our CEO Jon Newey leave the organisation with our Deputy CEO moving into the interim CEO post in Feb 2025 which will run until November 2025

- Head of Community Based Services – Hubs, Asset Based Community Development
- Head of Skills and Training – Welfare, Employment, Skills, Training - Part of this role is covered by interim CEO and Welfare now forms part of the Health and Targeted Service
- Head of Health and Targeted Services – Domestic Abuse, Men's & Women's Services, Youth
- Head of Finance and Resources – Finance, HR, Legal, Physical Assets

WCT continued to deliver our annual staff conference, combining updates on wider organisational business and strategic objectives with a celebration of the people and projects that make up WCT as a whole. The staff survey response rate for the current year was 65% (43 out of 66 staff), compared with 75% in the previous year. Feedback remained very positive, and in 2025–26 WCT will introduce a clearer, online survey to make responding easier and to strengthen the quality of feedback we receive

WCT's Annual General Meeting (AGM) for 2024/25 took place in November 2024 and moved quickly from the formal proceedings into an event that focused on White Ribbon which had guest speaker NATasha Saunders who is a powerful keynote speaker, campaigner, and consultant, known for her compelling advocacy against domestic abuse and violence against women and girls. Drawing on her lived experience, Natasha delivered an impactful talk that was both moving and motivational. Her most significant achievement to date is playing a central role in the legal reform under the Domestic Abuse Act 2021, which criminalised threats to share intimate images. We also had Adjei Sun who read poetry.

Worcester Community Trust's Services

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**Worcester Community Trust
Trustees' Report (continued)
For The Year Ended 31 March 2025**

Charitable Activities - continued

WCT continues to develop and deliver community-based services to meet the demands of our local communities. The following map represents residents across Worcester City who have accessed our services over the past 12 months. Following a concerted effort to engage partners and communities across the whole city, the following map demonstrates how we have reached communities way beyond those who live close to our hubs.

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Worcester Community Trust Trustees' Report (continued) For The Year Ended 31 March 2025

Charitable Activities - continued

Health and Targeted Services

Youth & Play

Our youth team ran a weekly programme of term-time after school and youth clubs throughout the year from three of our community hubs; The Green Hub, Horizon Hub and KGV Hub. Over the past year we have prioritised giving the young people who attend our sessions a voice within their local community, for example by arranging for them to make a contribution to Worcester City Council's City Plan. Partnerships have included work with Onside Mental Health Support and YMCA.

Youth club

- 400 11-18 year olds regularly attended, with 1,819 attendances overall
- 50 young people regularly engaged in physical activity programs
- 98% of regular attendees gave positive feedback including improvement in their mental wellbeing following sessions
- 148 outreach conversations took place outside of our open access sessions

After school club

- 50 8-11 year olds regularly attended, and 104 sessions were delivered
- 20 young people regularly engaged in physical activity programs
- 100% of regular attendees reporting improved mental well being following sessions
- The sessions mainly focused on arts and crafts, cooking and some physical activities.
- Multi-sports activity was provided in two locations each school holiday
- Healthy snacks were provided at each session

DAWN - Domestic Abuse Specialist support

DAWN is our free, confidential, non-judgemental support service for any individual who lives in Wychavon, Malvern Hills and Worcester City and is experiencing, or has experienced, domestic abuse. This year:

- 287 clients were supported, including 13 male clients
- 207 individuals left their abusive relationship long term
- 35 individuals were referred into Higher Risk Management services

As a result of targeted intervention from the team:

- 437 children are now living safer lives
- 90 children were stepped down from Initial Investigations or Early Help to closed.
- 68 children were stepped down from Child in Need to closed.
- 38 children were stepped down from Child Protection Plans.

During this year DAWN has faced significant funding challenges, with all previous funding coming to an end in March 2025. A successful Crowdfunder enabled us to raise £41,000 of donations from local people, businesses and match funding,. We have also secured 12 months of continued funding from the South Worcestershire Community Safety Partnership. We are continuing to explore partnership working to ensure we can maintain the rest of the service.

Domestic Abuse Champions Project

Our Domestic Abuse Champions Project supports and trains individuals across North and South Worcestershire, to recognise victims of domestic abuse within their community and provide details of the support options available in Worcestershire.

- This year 101 new Domestic Champions have been trained and DBS checked.
- Our Champions had 1,356 conversations around domestic abuse, signposted to support services 129 times, and made 58 referrals
- We also trained all WCT staff in domestic abuse awareness, and initiated a safe space for victims in two of our community hubs which included training our two hub managers as DA Champions.
- Our champions accessed hidden communities across the county including LGBT, GRT, South East Asian, Survivor Networks, Drug and Alcohol users, Elderly, Asylum Seekers, Christian, CYP and students. Also those with disabilities, poor mental health, neurodiversity, single parents, children and men.

West Mercia Women's Aid have extended their funding for this project for a further 12 months until the end of March 2026.

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Worcester Community Trust Trustees' Report (continued) For The Year Ended 31 March 2025

Charitable Activities - continued

JOY & CORE

Both our JOY and CORE projects work to reduce loneliness and isolation, re-empowering and improving confidence within clients, and positively impacting their mental health and wellbeing. Throughout the past year both projects have been supporting a number of clients with highly complex needs to access appropriate support and manage some symptoms until statutory services become available. They have also managed more than 320 significant interventions outside of those who are enrolled.

- JOY have supported 163 clients (female and female identifying)
- CORE have supported 55 clients (male and male identifying)
- 180 clients accessed training and skills
- Volunteers gave more than 200 hours of their time

Community-Based Services

Asset Based Community Development (ABCD)

Further funding this year from Esmée Fairbairn Foundation has enabled us to appoint a Community Development Project Manager (ABCD) and two Community Builders – one based at Dines Green and another at Tolladine, to implement ABCD principles and facilitate community connections.

Crafty Cuppa - a weekly group at The Green Hub - has attracted a dedicated group, who immediately reported a significant improvement in wellbeing from when they initially turned up to having spent a few hours in the company of like-minded people with shared interests and experiences. This has also provided fertile ground for imagining futures together, where those in attendance have been encouraged to explore their gifts and assets, and shown willingness to take on community-led activities, such as developing a community garden, which could complement our surplus food waste project which has steadily been growing this year. Our food waste / community pantry project continues to also run in Tolly, providing free food to the community that would otherwise go to waste.

Community Connectors

Our Community Connectors project closed in September 2024 due to funding coming to an end.

During it's final six months, the project welcomed 77 participants to it's weekly group sessions which focused on building connections, improving mood and well-being and transitioning to alternative activities.

A number of the projects' groups have continued to run, independently hiring space at our community hubs. This includes a weekly singing group at Ronkswood Hub.

Community Skills and Training

Debt and Energy Advice

Our Welfare Team provide an amazing service supporting individuals to help ease the burden of whatever financial challenges they are facing. Over the past 12 months the team have spoken with more than 700 individuals and given full support to a number of clients on a wide range of topics including:

- Energy Efficiency
- Efficient Use of Appliances & Behaviours
- Slow Cooker Advice (including running slow cooker sessions at two of our hubs)
- Condensation/Dampness
- The Priority Service Register (PSR)
- Benefits including Warm home discount, PIP, Attendance Allowance, Carers Allowance, Universal Credit, DLA, ESA, Tax credits and Pension credit
- Housing
- Budgeting and saving tips
- Carbon Monoxide alarms & advice

The team regularly refer into other services inside and outside of WCT to ensure clients are supported holistically.

This year we had continuation of funding for a further 12 months from Cadent Gas to support our Energy, Debt and Welfare Team.

Wellbeing Job Coaches

Our Wellbeing Job Clubs support people who are looking to work towards gaining employment or training. This is not only supporting clients with practical tasks such as CV building, interview skills and managing finances, but also with improving their wellbeing and confidence.

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Worcester Community Trust Trustees' Report (continued) For The Year Ended 31 March 2025

Charitable Activities - continued

- More than 200 clients were supported across the year.
- This included a wide range of ages from aged 16 to 65+
- 113 clients reported an improvement in their mental health and well-being and are moving closer to employment
- 31 clients moved into employment
- 86 clients were supported with job search
- 20 clients moved into training⁸ in volunteering

Facilitated Skills and Training at the Hubs

Across our hubs we work with a range of partner organisations and facilitate outside clients in delivering training from within our communities.

Heart of Worcestershire college delivered a wide variety of courses from our hubs which were attended by 276 participants, and we estimate that a further 1379 learners accessed training from number of training providers across our 6 hubs in 2024/25. This includes things such as first aid, cooking classes, CPD learning for Teachers and other charities for their training days.

Snack & Chat

Our Snack & Chat lunch clubs bring together the over 50s, offering companionship and support over a home cooked two-course meal. This year we were successful in extending our funding from Cadent, which will allow Snack & Chat for run for a further 15 months from January 2025.

As well as our weekly clubs at Horizon Hub, The Green Hub and Ronkswood Hub, we expanded Snack & Chat into two residential homes (Himbleton House and Chelmsford Court) which has had a huge positive impact on the wellbeing of residents.

Beyond our regular weekly events, our amazing team of staff and volunteers have gone above and beyond to offer clients and the local community a wide range of additional events including:

- The Big Stew - which saw a delicious home cooked stew delivered to hundreds of local residents across one week, free of charge for all.
- Harvest Festivals - with a lovely service from the local vicars and food hampers for everyone who came.
- Slow Cooker Courses - supporting clients to batch cook nutritious food for themselves at home, without breaking the budget.
- Christmas events - such special occasions for so many of our clients, many of whom can experience loneliness at this time of year.

166 people attended Snack & Chat Lunch Clubs & Events. 83% of attendees were living in a single person household and an incredible 4,065 meals were served by the team.

Towns Fund – Community Skills Project

The main Towns Fund investment is also underway with new this capital investment we have 4 additional new multi-use training spaces, 2 at Ronkswoods 1 at Tolly and the development of a Building Block 2 at Dines Green which will complete in April 2025. It has also enhance the reception areas to Horizon, Dines Green and Ronkswood to create digital access and more informal community training. To support this capital investment we have secured a 12 month contract from UKSPF that has enable us to have a digital skills tutor and an additional job coach.

Building Block 2, at Dines Green started construction in July 2024 and will complete on April 2025.

BUSINESS DEVELOPMENT

In the context of the current challenging economic climate, WCT continues to demonstrate financial resilience. In the previous financial year 2023/24, the organisation reported a surplus of £104,728 which has increased to £130,733 2024/25.

Looking ahead to 2025/26, we recognise that several projects face potential risk as external funding is scheduled to conclude in late 2025 and early 2026. In this context, the projected surplus will contribute to strengthening WCT's financial reserves.

These reserves are vital to ensuring organisational stability and continuity during periods of uncertainty. In line with our financial risk and continuity planning, WCT maintains reserves equivalent to a minimum of four months' running costs, which include provision for staff notice periods and redundancy payments. This prudent approach safeguards the Trusts capacity to deliver its mission and sustain operations in times of financial challenge.

Despite our efforts to mitigate the increase in energy costs, through the negotiation of fixed-rate annual energy contracts, the overall cost of utilities has remained high, contributing further to the pressure on our budget

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Worcester Community Trust Trustees' Report (continued) For The Year Ended 31 March 2025

Charitable Activities - continued

The hubs have moved to a new structure of management moving from 6 hub managers to 2 managers overseeing 3 hubs each. The team have focused this year on updating contractual agreements with clients, updating T&Cs, reviewing discounts and more effectively managing internal bookings. This along with additional online promotion and tidying of the hubs has seen the highest recorded level of room hire income on record. From external bookings There has been a 21.7% increase in external bookings

This year, WCT has been supported by 22 different grants and contracts, ranging in value from £235,158 per annum for our Public Health Contract for Joy, to £5,000 from the Motal Charitable Trust for DAWN. In total, we budgeted for £1,235,391 of income from grants and contracts and successfully exceeded this target by over £23,000. While this represents a slight decrease compared to the previous year's overall grant income, it nevertheless demonstrates WCT's strong track record in securing diverse funding streams to sustain and develop our services.

Like many sectors, recruitment has been challenging. WCT has responded with creativity—refreshing the language and format of our adverts, widening the forums we use, and investing strategically to reach and attract the right talent

In April 2024, the National Minimum Wage rose by 9.8%. Because WCT operates a flat pay structure—where the gap between the highest and lowest salaries is small—this increase affected all staff. To maintain fairness, WCT not only implemented the minimum wage uplift but also awarded a 3% pay increase to all other staff, at an additional cost of £42,000 per year.

Looking ahead, further pressures are expected from April 2025. Employer National Insurance contributions will rise from 13.8% to 15%, while the threshold for employer contributions will fall from £9,100 to £5,000 per year. This change means WCT will face higher tax costs for every employee, including those on lower pay.

WCT is preparing for these challenges through prudent financial planning and by strengthening its reserves. This approach ensures the organisation can continue to reward staff fairly while safeguarding long-term sustainability

In total we raised £8,608 in financial business donations, and £9,522 through donations from local Cllrs. In addition, we raised £38,091 during a Crowdfunding campaign for DAWN – this comprised of a mixture of business/counsellor & community donations

In the final quarter, project grant income saw a notable increase, including a £57,365 award from UK Groundwork. This funding was invested in surveying and installing solar panels at the Green. The panels have been recognised in our accounts as a capital asset, and in line with our accounting policy, depreciation will be applied over their useful lifetime

Facebook continues to be WCT's main platform for engaging with the local community, communicating the work of the Trust and opportunities to get involved. Over the year our main Facebook page gained 171 followers, and our Instagram account gained 53 followers. Our website had an average of 4,682 visits per month across the year.

Our Funders, Collaborations, Partnerships and Supporters

WCT could not have delivered and achieved what we have this year without working collaboratively and innovatively with our colleagues and partners across the County and beyond.

WCT would like to share our deepest thanks to all our supporters over the past 12 months. This year we have developed new relationships with new funders, and our local business community has been extremely generous in their support and donations. Thank you to the following:

- 24/7 Locks
- Abbey Medical Practice
- Action for Children
- Active Herefordshire & Worcestershire
- Adult Social Care Services Worcestershire
- Amicii Dog Rescue
- Andy's Man Club
- Autism West Midlands
- Aviva
- Barnwood Ltd
- Baron Davenport
- Batchley Support Group
- Becoming Families
- Bengeworth CE Academy
- BENS Youth and Community Groups
- Beryl Bikes
- Beyond Equality
- Bike Worcester
- Birmingham LGBT
- Birmingham Rep Foundry Project
- Birmingham Solihull Women's Aid
- Blakemore Foundation
- Bloom Housing
- Brethertons LLP Solicitors
- Brewers Decorators Centres

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**Worcester Community Trust
Trustees' Report (continued)
For The Year Ended 31 March 2025**

Charitable Activities - continued

- Bright Kids Evesham Nursery
- British Pregnancy Advisory Service (BPAS)
- Bromsgrove & Redditch Network (BARN)
- Cadent Gas
- CAFCASS (Children and Family Court Advisory and Support Service)
- CARM (Complex Adult Risk Management Services)
- CATCH (Children and Trauma Community Hub)
- CCP (Caring for Communities and People)
- Chris Ash (London Marathon runner)
- Citizen Housing
- Citizens Advice
- City Church Worcester
- Cranham Primary School
- Cranstoun
- Crimestoppers / Fearless
- Croome Court National Trust
- Crown House Family Assessment Centre
- Department for Work and Pensions
- Droitwich Spa CVS
- Droitwich Wellbeing Hub
- Edward and Dorothy Cadbury
- Emerging Futures
- Emmanuel Church Droitwich
- Esmee Fairbairn
- Eva Women's Aid
- Evesham Unitarian Community
- Faye Claridge
- Franche Community Primary School
- Freedom Leisure
- Great Malvern Primary School
- Grey Gable Surgery
- Hallow CE Primary School
- HCR Law
- HeadGym
- Healthwatch England
- Hereford and Worcester Fire and Rescue Service
- Herefordshire and Worcestershire Health and Care NHS Trust
- Hey Girls
- HM Prison & Probation Service
- HMP Eastwood Park
- Hope Church Worcester
- HOW College
- Ipsley CE Middle School
- Jobcentre Plus
- Kempsey Primary School
- Kings Heath Primary School
- Laslett's Charities
- Local Councillors
- Madresfield CE Primary School
- Maggs Day Centre
- Malvern Community Art Therapy
- Malvern Hills District Housing
- Manchester Women's Aid
- Men's Sheds
- Merstow Green Medical Practice
- MJS IT Services Ltd
- Montal Charitable Trust
- Museum of Royal Worcester
- NHS England Health and Justice Service
- Nicol & Co
- North Bromsgrove High School
- Oasis Academy Warndon
- Oasis Warndon Community Hub
- Onside Advocacy
- Out Together
- Pathways Family Mediation
- Perdiswell Young People's Leisure Club
- Perry Wood Primary & Nursery School
- Pershore Town Council

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**Worcester Community Trust
Trustees' Report (continued)
For The Year Ended 31 March 2025**

Charitable Activities - continued

- Pitmaston Primary School
- Platform Housing
- Public Health
- QualitySolicitors Parkinson Wright
- Reclaim the Night
- Recovery United Network (RUN)
- Redditch Borough Council
- Redditch Self Defence
- Refuge UK
- Remade Worcester
- Restored
- Roger & Douglas Turner Charitable Trust
- Rooftop Housing Group
- RunTheShire
- Script Haven
- Seetec
- Severn Angels Housing & Support
- Severn Arts
- Severn River Trust
- Sight Concern
- Six Masters Charity
- Souter Charitable Trust
- South Worcestershire Community Safety Partnership
- SoulCollage(R)
- St Egwins CE Middle School, Evesham
- St Johns House Surgery
- St Joseph's Catholic Primary School
- St Martin's Gate Surgery
- St Pauls Church, Worcester
- St Pauls Hostel
- St Peters Parish Council
- Stonewater
- Sutton Croft
- Tesco
- The Arts Society Malvern Hills
- The Basement Project
- The Blakemore Foundation
- The Body Shop Worcester
- The Chantry School
- The Children's Society
- The Eveson Trust
- The Glade Sexual Assault Referral Centre
- The King's School, Worcester
- The Listening Herd
- The Malvern Hills Arts Society
- The Mayors Fund
- The National Lottery Community Fund
- The Old Needleworks Foundation
- The Rotary Club of Worcester
- UK Government
- University of Worcester
- Wallace House Community Centre
- West Mercia Police
- West Mercia Rape & Sexual Abuse Support Centre (WMRSASC)
- West Mercia Women's & Girls Criminal Justice Working Group
- West Mercia Women's Aid
- West Mercia Police & Crime Commissioner
- West Midlands Police
- Westlands Primary School
- Whatley Recordon Solicitors
- Wickes
- Willowdene Rehabilitation
- Women in Prison
- Women's Equality Party Worcestershire
- Worcester Armed Forces & Veterans Club
- Worcester Arts Collective
- Worcester Cathedral
- Worcester City Council
- Worcester City Primary Care Network

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Worcester Community Trust Trustees' Report (continued) For The Year Ended 31 March 2025

Charitable Activities - continued

- Worcester Craftivists
- Worcester Food Bank
- Worcester Freemason Lodge
- Worcester Municipals Charity
- Worcestershire Acute Hospitals NHS Trust
- Worcestershire Community Foundation
- Worcestershire County Council
- Worcestershire Mum's Network
- Worcestershire Wildlife Trust
- Workpays
- Wychavon District Council
- Wyre Forest District Council
- YMCA
- Young Solutions
- Youthscape
- YSS

Fund-raising standards information

The charity does not undertake any significant public fundraising activities however our trustees and management have been made aware of the relevant regulations and code of funding raising practice, and we are registered with the fundraising regulator.

Measurement of achievements and performance

We measure our achievement and performance by the number of people we reach and those who are involved in activities within their communities. We also use qualitative outcome measurement tools such as Outcome Stars to understand the impact we have on the lives of individuals. Projects also have their own set outcomes as defined with funders, which are assessed on an ongoing basis to ensure projects are on track and delivering.

Financial Review

Financial Position

The main contributor to unrestricted funds this year has been a strong performance from both grant income and lettings income. Lettings income has increased from £271,082 to £329,910, reflecting continued efforts to maximise use of available space and services.

As a result, general unrestricted reserves show a surplus of £74,020. We have placed a strategic focus on steadily growing income generated through room hire, with the long-term aim of covering 100% of the costs associated with building management by 2027/28. The risk to future services ending in 2025/26 means we are in a healthier position with our reserves to support future plans and possible gaps

Restricted funds show a surplus of £61,213 for the year. This surplus arose primarily due to delays in recruitment and a temporary reduction in staffing levels, which led to lower expenditure than originally planned. Restricted funds unspent at year-end will be carried forward into the next financial year. These funds will be applied to support project evaluations as programmes come to a close, and to provide increased staffing capacity to develop and expand services in line with our strategic objectives

Whilst the level of unrestricted reserves has increased, the charity is developing its projects in line with demand. Salary costs are seeing a significant rise, and this has increased the calculation of monthly running costs. Ongoing quarterly meetings monitor scenarios and reassess spending and forecasts.

Reserves Policy

WCT requires short-term reserves to manage potential delays in funding or unexpected fluctuations in cash flow. In addition, long-term reserves are essential to mitigate external risks and to cover advance financial commitments where funding has yet to be secured

Reserves are essential to ensure WCT can meet its obligations if the expected funding falls short. Additionally, reserves might be needed to fulfil financial obligations, including staff salaries and payments to creditors—in the event of organisational closure.

As of the financial year ending March 2025, WCT holds reserves of:-

...CONTINUED

Worcester Community Trust Trustees' Report (continued) For The Year Ended 31 March 2025

Reserves Policy - continued

- Restricted funds: £237,608
- Unrestricted funds: £731,287
- of which designated: £377,844
- of which free reserves: £393,433

The calculation of the required level of reserves is an integral part of WCT's planning, budget and forecast cycle. The Finance Sub-Committee is responsible for assessing and recommending the appropriate levels of both short- and long-term reserves to the Board of Trustees, who hold final approval.

This process is guided by the Charities SORP (Statement of Recommended Practice) and considers the following key factors:

- Risk assessment – An analysis of risks to each significant category of income and expenditure
- Future activity levels – Projected growth or changes in service delivery that may impact reserve requirements
- Organisational commitments – Existing or anticipated contractual, financial, or legal obligations

In 2024/25 we invested in more business development to support the increasing number of funded projects we are delivering, and some investment has been made within our community buildings. We expect the reserves requirement during the financial year 2025/26 to increase as our commitments develop for some of our longer-term projects and our maintenance cost rise.

Going Concern

At the date of approving these financial statements the Trustees believe the charity to be a going concern and management accounts are being prepared on a quarterly basis to monitor the charities reserves position to ensure this is appropriate.

Investment Policy and Objectives

WCT review its investment policy annually to support the effective management of its reserves. Under this policy, a portion of reserves has been designated as long-term, while the remainder is held as short-term reserves to meet any unexpected cash flow requirements.

WCT aims to achieve the best possible financial return on its investments, within an acceptable level of risk that aligns with the organisation's values, responsibilities, and long-term sustainability goals.

The investment objective for long-term reserves is to:

- Generate a return that exceeds inflation over the long term,
- Support the financial sustainability of WCT by producing a steady income stream,
- Contribute to the development and continuation of WCT's core activities and plans.

Long-term reserves are not expected to be accessed frequently and can therefore tolerate a higher level of investment risk in return for potential capital growth and income generation

The investment objective for short-term reserves is to:

- Preserve the capital value of the funds,
- Ensure low risk exposure,
- Maintain liquidity, allowing funds to be accessed easily and quickly to meet unforeseen cash flow needs.

These funds are intended to provide financial flexibility and security for the organisation's operational stability

In the next financial year, the trust is looking to use a centralised online platform that allows them to manage and maximise returns on their cash holdings by accessing a wide range of bank accounts and interest rates through a single secure portal.

Reference and Administrative Details

Trustees

Bridget Brickley
Claire Thompson
Philip Fowler
Jasbinder Cartwright
Samantha McCarthy (appointed 10/06/2025)
Nicholas Morris (appointed 25/11/2024)

**Worcester Community Trust
Trustees' Report (continued)
For The Year Ended 31 March 2025**

Richard Soper
Sharon Tilki (appointed 15/11/2024)

Charity Number

112342

Company Number

04722577

Accountants

RD Accounting Limited
Chartered Certified Accountants
12c Two Locks
Hurst Business Park
Brierley Hill
DY5 1UU

**Worcester Community Trust
Trustees' Report (continued)
For The Year Ended 31 March 2025**

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Worcester Community Trust for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statement unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing the financial statements the trustees are required to:

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

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

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

Statement of Disclosure of Information to Auditors

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

- so far as the trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware; and
- they have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

Small Company Rules

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The trustees' report was approved by the board of trustees and signed on its behalf by:

BBrickley

Bridget Brickley

Trustee

Date

16 / 11 / 2025

Independent Auditor's Report to the Members of Worcester Community Trust

Opinion

We have audited the financial statements of Worcester Community Trust (the "charity") for the year ended 31 March 2025 which comprise the Statement of Financial Activities (including Income and Expenditure Account), Balance Sheet, Cash Flow Statement and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 24 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions Relating to Going Concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

Other Information

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

We have nothing to report in this regard.

Opinions on Other Matters Prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report, which includes the Director's Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Director's Report included within the Trustees' Report have been prepared in accordance with applicable legal requirements.

Independent Auditor's Report (continued) to the Members of Worcester Community Trust

Matters on Which We Are Required to Report by Exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Director's Report included within the Trustees' Report.

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

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

Responsibilities of Trustees

As explained more fully in the Trustees' Responsibilities Statement set out on page 1–14, the trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

There is an inherent risk that our audit will not detect all irregularities, including those resulting in material misstatement in the financial statements or non-compliance with regulation. This risk is greater in respect of fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

Together with our detailed transaction testing, we assessed the risk of material misstatement as a result of fraud by making direct enquiries with management. We did not identify any significant fraud risk factors.

The trust has secured additional grant contracts and donations which increases the risk of irregularities in terms of expenditure allocation and ensuring funds are spent in accordance with the grant contracts and are within the charity's objectives/purpose. Added to this are the current pressures on costs, the increase in utility costs, National Insurance and repairs are likely to impact future years significantly and this must be considered within the going concern assumption. All of the above have been considered throughout our enquiries with management and our audit testing.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use Of Our Report

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

**Independent Auditor's Report (continued)
to the Members of
Worcester Community Trust**

R Dunkley

Richard Dunkley FCCA CTA (Senior Statutory Auditor)
for and on behalf of RD Accounting Limited, Statutory Auditor

Date 04 / 12 / 2025

Worcester Community Trust
Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3	12,031	53,469	65,500	27,099
Charitable activities:	4				
Community support		94,577	1,259,225	1,353,802	1,374,710
Other trading activities	5	340,210	21,061	361,271	333,700
Investments	6	8,718	-	8,718	5,967
		<u>455,536</u>	<u>1,333,755</u>	<u>1,789,291</u>	<u>1,741,476</u>
EXPENDITURE ON:					
Charitable activities:	8				
Community support		(394,516)	(1,259,542)	(1,654,058)	(1,636,748)
NET INCOME		61,020	74,213	135,233	104,728
Transfers between funds	20	13,000	(13,000)	-	-
NET MOVEMENT IN FUNDS		74,020	61,213	135,233	104,728
RECONCILIATION OF FUNDS:					
Total funds brought forward		657,267	176,395	833,662	728,934
TOTAL FUNDS CARRIED FORWARD	20	<u><u>731,287</u></u>	<u><u>237,608</u></u>	<u><u>968,895</u></u>	<u><u>833,662</u></u>

The notes on pages 22 to 32 form part of these financial statements.

Worcester Community Trust
Comparative Statement of Financial Activities (including Income and Expenditure
Account)
For The Year Ended 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM:				
Donations and legacies	3	21,384	5,715	27,099
Charitable activities:	4			
Community support		87,139	1,287,571	1,374,710
Other trading activities	5	313,958	19,742	333,700
Investments	6	5,967	-	5,967
		<u>428,448</u>	<u>1,313,028</u>	<u>1,741,476</u>
EXPENDITURE ON:				
Charitable activities:	8			
Community support		(352,541)	(1,284,207)	(1,636,748)
NET INCOME		<u>75,907</u>	<u>28,821</u>	<u>104,728</u>
Transfers between funds	20	33,651	(33,651)	-
NET MOVEMENT IN FUNDS		<u>109,558</u>	<u>(4,830)</u>	<u>104,728</u>
RECONCILIATION OF FUNDS:				
Total funds brought forward		<u>547,709</u>	<u>181,225</u>	<u>728,934</u>
TOTAL FUNDS CARRIED FORWARD	20	<u><u>657,267</u></u>	<u><u>176,395</u></u>	<u><u>833,662</u></u>

The notes on pages 22 to 32 form part of these financial statements.

**Worcester Community Trust
Balance Sheet
As At 31 March 2025**

		Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
	Notes	£	£	£	£
FIXED ASSETS					
Tangible Assets	13	3,760	62,188	65,948	6,810
		<u>3,760</u>	<u>62,188</u>	<u>65,948</u>	<u>6,810</u>
CURRENT ASSETS					
Debtors	14	113,619	61,517	175,136	133,855
Cash at bank and in hand		654,941	336,513	991,454	875,956
		<u>768,560</u>	<u>398,030</u>	<u>1,166,590</u>	<u>1,009,811</u>
Creditors: Amounts Falling Due Within One Year	15	<u>(41,033)</u>	<u>(222,610)</u>	<u>(263,643)</u>	<u>(182,959)</u>
NET CURRENT ASSETS (LIABILITIES)		<u>727,527</u>	<u>175,420</u>	<u>902,947</u>	<u>826,852</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>731,287</u>	<u>237,608</u>	<u>968,895</u>	<u>833,662</u>
NET ASSETS		<u><u>731,287</u></u>	<u><u>237,608</u></u>	<u><u>968,895</u></u>	<u><u>833,662</u></u>
FUNDS OF THE CHARITY					
Restricted Funds				237,608	176,395
Unrestricted Funds				731,287	657,267
TOTAL FUNDS	20			<u><u>968,895</u></u>	<u><u>833,662</u></u>

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

On behalf of the board

BBrickley

NMorris

Bridget Brickley

Nicholas Morris

Trustee

Trustee

Date

16 / 11 / 2025

The notes on pages 22 to 32 form part of these financial statements.

**Worcester Community Trust
Statement of Cash Flows
For The Year Ended 31 March 2025**

	Notes	2025 £	2024 £
Cash flows from operating activities			
Net cash generated from operations	1	173,410	71,709
Net cash generated from operating activities		<u>173,410</u>	<u>71,709</u>
Cash flows from investing activities			
Purchase of tangible assets		(66,630)	(2,840)
Interest received		8,718	5,967
Net cash (used in)/generated from investing activities		<u>(57,912)</u>	<u>3,127</u>
Increase in cash and cash equivalents		<u>115,498</u>	<u>74,836</u>
Cash and cash equivalents at beginning of year	2	<u>875,956</u>	<u>801,120</u>
Cash and cash equivalents at end of year	2	<u><u>991,454</u></u>	<u><u>875,956</u></u>

Worcester Community Trust
Notes to the Statement of Cash Flows
For The Year Ended 31 March 2025

1. Reconciliation of income to cash generated from operations

	2025	2024
	£	£
Net income	135,233	104,728
<i>Adjustments for:</i>		
Interest income	(8,718)	(5,967)
Depreciation of tangible assets	7,492	3,050
<i>Movements in working capital:</i>		
Increase in trade and other debtors	(41,281)	(14,465)
Increase/(decrease) in trade and other creditors	80,684	(15,637)
Net cash generated from operations	173,410	71,709

2. Cash and cash equivalents

Cash and cash equivalents, as stated in the Statement of Cash Flows, relates to the following items in the Balance Sheet:

	2025	2024
	£	£
Cash at bank and in hand	991,454	875,956

3. Analysis of changes in net funds

	As at 1 April 2024	Cash flows	As at 31 March 2025
	£	£	£
Cash at bank and in hand	875,956	115,498	991,454

Worcester Community Trust

Notes to the Financial Statements

For The Year Ended 31 March 2025

1. General Information

Worcester Community Trust is a company limited by guarantee, incorporated in England & Wales, registered number 04722577 and registered charity number 112342. The registered office is .

2. Accounting Policies

2.1. Basis of Preparation of Financial Statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) "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)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006.

The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

2.2. Going Concern Disclosure

The trustees have not identified any material uncertainties related to events or conditions that may cast significant doubt about the charitable company's ability to continue as a going concern.

2.3. Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds comprise unrestricted funds that have been set aside by the trustees for a specific purpose.

Restricted funds are to be used for specific purposes as laid down by the donor.

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

2.4. Incoming Resources

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Income received in respect of renting the charities facilities is recognised as income once the event has taken place. Grants are recognised when entitlement, certainty and measurement conditions have been met.

Donations are included as and when received.

2.5. Donated Goods and Services

Donated professional services and donated facilities are recognized as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognized and refer to the trustees' annual report for more information about their contribution.

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

The trustees consider that the rental market value of the community centers and other properties provided to the charity at a peppercorn rent cannot be measured accurately due to their unique purpose and locations. There are therefore no donated facilities transactions recognized in respect of these facilities. Please see the trustees report for further details.

2.6. Resources Expended

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Worcester Community Trust
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

2.7. Tangible Fixed Assets and Depreciation

Tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures & Fittings 25% Straight Line

Longer life non moveable fixtures are depreciated over the life of the remaining lease.

2.8. Leasing and Hire Purchase Contracts

Rentals payable and receivable under operating leases are charged to the Sofa on a straight-line basis over the period of the lease.

2.9. Cash and Cash Equivalents

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held at call with banks, other short-term highly liquid investments that mature in no more than three months from the date of acquisition and are readily convertible to a known amount of cash with insignificant risk of change in value, and bank overdrafts.

2.10. Taxation

The charity is exempt from tax as all its income is charitable and applied for charitable purposes.

3. Income from Donations and Legacies

	Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
	£	£	£	£
Donations and gifts	12,031	53,469	65,500	27,099

The following donations and legacies are included within the total income from donations and legacies above:

	Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
	£	£	£	£
Business Donations	3,553	5,055	8,608	13,768
Councillor Donations	4,100	5,422	9,522	5,635
Other Donations	4,378	4,901	9,279	7,696
DAWN Crowdfunder	-	38,091	38,091	-
	12,031	53,469	65,500	27,099

4. Income from Charitable Activities

	Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
	£	£	£	£
Community support	94,577	1,259,225	1,353,802	1,374,710

Grants, included above, are as follows:

	Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
	£	£	£	£
Big Lottery - Community Connectors	-	61,831	61,831	121,289
Big Lottery - Job Coaching	-	-	-	3,057
Big Lottery - The Community Organisations Cost of Living Fund	-	-	-	75,000
Big Lottery - Well-Being Club	-	102,707	102,707	97,777
CADENT - Centres For Warmth Project	-	125,699	125,699	105,071

Worcester Community Trust
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

Garfield Weston - DAWN Funding	-	20,000	20,000	20,000
Laslett's (Hinton) Charity	-	4,500	4,500	5,457
Onside Ltd - PLUS Loneliness Project	-	-	-	24,559
Platform Housing Group	-	-	-	500
The Eveson Trust - Snack & Chat Salaries	-	-	-	20,000
The Worcester Consolidated Municipal Charity	-	44,974	44,974	42,121
West Mercia Womens Aid Federation - DAWN	-	50,014	50,014	58,612
Worcester City Council - ABCD Funding	-	70,026	70,026	60,468
Worcester City Council - Hopmarket Grant Aid	-	-	-	7,000
Worcester City Council - Management Grant	89,120	-	89,120	84,080
Worcester City Council - Other small grants	-	200	200	2,560
Worcester City Council - Severn Arts funding	-	-	-	5,000
Worcester City Council - Towns Fund	-	50,000	50,000	50,000
Worcester City/County Council - DAWN	-	143,953	143,953	153,528
Worcester County Council - Youth/Positive activities	-	89,000	89,000	84,721
Worcestershire Community Foundation - DAWN	-	-	-	6,000
Worcestershire County Council - JOY	-	235,158	235,158	264,667
Young Solutions - Youthscape	-	21,885	21,885	21,749
Sutton Croft Ltd - Youth & Play	-	9,320	9,320	15,972
West Mercia Police and Crime Commissioner - DAWN	-	45,522	45,522	45,522
Esmée Fairbairn Foundation (ABCD)	-	26,500	26,500	-
Groundwork UK - Energy Efficiency Programme	-	4,442	4,442	-
Other small grants	2,457	2,203	4,660	-
The Montal Charitable Trust (DAWN)	-	5,000	5,000	-
The Roger & Douglas Turner Charitable Trust	3,000	-	3,000	-
Worcester City Council - UKSPF Digital Skills	-	82,574	82,574	-
Worcester City Council - UKSPF Job Coach	-	46,217	46,217	-
Worcestershire Community Foundation (ABCD)	-	10,000	10,000	-
Wychavon District Council (DAWN)	-	7,500	7,500	-
	94,577	1,259,225	1,353,802	1,374,710

5. Income from Other Trading Activities

			2025	2024
	Unrestricted funds	Restricted funds	Total funds	Total funds
	£	£	£	£
Room Hire	329,910	-	329,910	271,082
Subscriptions & Activities	10,300	21,061	31,361	62,618
	340,210	21,061	361,271	333,700

6. Investment Income

			2025	2024
	Unrestricted funds		Total funds	Total funds
	£		£	£
Bank interest receivable			8,718	5,967

Worcester Community Trust
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

7. Net Income/(Expenditure)

The net income is stated after charging/(crediting):

	2025	2024
	£	£
Bad debts	7,584	715
Depreciation of tangible fixed assets - owned	7,492	3,050
	7,584	3,050

8. Analysis of Expenditure

	Activities undertaken directly	Support costs (see note 9)	2025
	£	£	Total £
Community support	706,588	947,470	1,654,058
	706,588	947,470	1,654,058

	Activities undertaken directly	Support costs (see note 9)	2024
	£	£	Total £
Community support	798,837	837,911	1,636,748
	798,837	837,911	1,636,748

9. Support Costs

	2025
	Community support £
Employee costs	608,370
Premises expenses	204,321
General administration	127,287
Depreciation	7,492
	947,470

	2024
	Community support £
Employee costs	523,562
Premises expenses	177,885
General administration	133,414
Depreciation	3,050
	837,911

Worcester Community Trust
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

10. Auditor's Remuneration

Remuneration received by the charitable company's auditors and their associates during the year was as follows:

	2025	2024
	£	£
Audit Services		
Audit of the company's financial statements	5,010	5,040
	7,920	6,968
Other Services		
Other non-audit services	7,920	6,968

11. Staff Costs

Staff costs were as follows:

	2025	2024
	£	£
Wages and salaries	1,059,759	1,068,110
Social security costs	81,814	75,168
Other pension costs	19,217	18,165
	1,160,790	1,161,443

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

Total remuneration paid to key management personnel during the year was £169,059 (2024: £169,188). This excludes employers pension contributions. Employers pension contributions paid to key management per-sonnel during the year was £4,302 (2024: £4,239)

12. Average Number of Employees

The average monthly number of employees throughout the year was 70 (2024: 76). The average full-time equivalent throughout the year was estimated to be: 36 (2024: 36)

13. Tangible Assets

	Fixtures & Fittings
	£
Cost	
As at 1 April 2024	145,315
Additions	66,630
As at 31 March 2025	211,945
Depreciation	
As at 1 April 2024	138,505
Provided during the period	7,492
As at 31 March 2025	145,997
Net Book Value	
As at 31 March 2025	65,948
As at 1 April 2024	6,810

Worcester Community Trust
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

14. Debtors

	2025	2024
	£	£
Due within one year		
Trade debtors	119,554	126,654
Other debtors	55,582	7,201
	175,136	133,855

15. Creditors: Amounts Falling Due Within One Year

	2025	2024
	£	£
Trade creditors	23,942	26,498
Taxation and social security	22,613	21,496
Accruals and deferred income	217,088	134,965
	263,643	182,959

16. Capital Grants

	2025	2024
	£	£
Balance at 1 April 2024	66,630	-
Increase / (Decrease) in the year	(4,442)	-
Balance at 31 March 2025	62,188	-

WCT received £66,630 during the year for the installation of Solar Panels and Batteries at The Green Centre. This capital grant is being released over the life of the lease (in line with depreciation).

17. Deferred Income

Deferred income movements in the year were as follows:

	2025	2024
	£	£
Balance at the start of the period	103,923	160,071
Income deferred in the current period	211,017	103,923
Amounts released in income from previous periods	(103,923)	(160,071)
Balance at the end of the period	211,017	103,923

Incoming resources are deferred in accordance with section 5.24 of the Statement of Recommended Practice (FRS102) whereby income is subject to performance-related condition.

Worcester Community Trust
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

18. Other Commitments

The total of future minimum lease payments under non-cancellable operating leases are as following:

The Trust leases the following properties in order to carry out its purposes:

- The Tolladine Community Centre
- The Horizon Community Centre
- The Wardon Community Centre
- The KVG Community Centre
- The Ronkswood Community Centre
- The Green Centre
- Dines Green Youth and Community Café (DG Den)

The Trust currently rents these properties for £1 per annum. The 2025/26 annual budgeted service charge payable is £48,000 per annum across all centres.

Each lease commenced on 1 October 2010, apart from DG Den which commenced in 2015, all for a term of 30 years.

19. Pension Commitments

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund.

During the year the charge to the statement of financial activities in respect of defined contribution schemes was £19,217 (2024: £18,165).

At the balance sheet date contributions of £NIL were due to the fund and are included in creditors.

20. Movement in Funds

	As at 1 April 2024	Income	Expenditure	Transfers	As at 31 March 2025
	£	£	£	£	£
Unrestricted funds					
General:					
General unrestricted fund	657,267	455,536	(394,516)	13,000	731,287
Restricted funds					
DAWN	16,090	298,110	(240,178)	-	74,022
ABCD Fund	13,162	106,526	(78,752)	-	40,936
CADENT	30,488	116,263	(106,670)	-	40,081
Community Connectors	201	62,086	(62,287)	-	-
Digital Skills Tutor WCC	(162)	82,574	(69,256)	-	13,156
Garfield Weston (DAWN)	-	20,000	(20,000)	-	-
Job Coach	-	46,217	(46,217)	-	-
JOY (formerly ASHA)	50,245	235,310	(293,229)	-	(7,674)
Positive Activities	26,443	102,998	(85,780)	-	43,661
Severn Arts	1,411	-	(1,411)	-	-
Snack and Chat Salaries	11,503	30,203	(41,345)	-	361
Towns Fund	-	50,000	(50,000)	-	-
Well-Being Club - Big Lottery	27,014	102,707	(83,656)	(13,000)	33,065
Youth and Play	-	54,434	(54,434)	-	-

...CONTINUED

Worcester Community Trust
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

Youthscape	-	21,885	(21,885)	-	-
Groundwork - Energy Efficiency Programme	-	4,442	(4,442)	-	-
Total restricted funds	176,395	1,333,755	(1,259,542)	(13,000)	237,608
Total funds	833,662	1,789,291	(1,654,058)	-	968,895
	As at 1 April 2023	Income	Expenditure	Transfers	As at 31 March 2024
	£	£	£	£	£
Unrestricted funds					
General:					
General unrestricted fund	547,709	428,448	(352,541)	33,651	657,267
Restricted funds					
DAWN	18,732	265,671	(258,241)	(10,072)	16,090
ABCD Fund	-	60,582	(74,832)	27,412	13,162
After School Clubs	407	34	(568)	127	-
Bedwardine and Battenhall Coffee Mornings	4,310	-	-	(4,310)	-
CADENT	29,027	105,805	(88,518)	(15,826)	30,488
Community Connectors	9,090	122,509	(121,151)	(10,247)	201
Community Renewal Fund	33,190	-	(33,190)	-	-
Digital Skills Tutor WCC	-	-	(162)	-	(162)
Garfield Weston (DAWN)	-	20,000	(20,000)	-	-
Holiday Hunger (Western Power Distribution)	807	-	(192)	(615)	-
IWILL	3,750	-	(3,750)	-	-
Job Coach	-	3,057	(288)	(2,769)	-
JOY (formerly ASHA)	36,339	265,441	(243,885)	(7,650)	50,245
The National Lottery Community Fund	-	75,000	(75,000)	-	-
Loneliness Project	-	24,559	(25,528)	969	-
Positive Activities	27,412	90,477	(126,644)	35,198	26,443
Severn Arts	-	5,000	(3,589)	-	1,411
Small Measures	4,250	-	(2,674)	(1,576)	-
Snack and Chat Salaries	-	43,439	(33,668)	1,732	11,503
Towns Fund	-	50,000	(37,417)	(12,583)	-
Well-Being Club - Big Lottery	-	97,777	(70,763)	-	27,014
Youth and Play	3,444	61,929	(58,131)	(7,242)	-
Youthscape	10,467	21,748	(6,016)	(26,199)	-
Total restricted funds	181,225	1,313,028	(1,284,207)	(33,651)	176,395
Total funds	728,934	1,741,476	(1,636,748)	-	833,662

Worcester Community Trust
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

FUND DESCRIPTIONS

DAWN (Domestic Abuse Working Network)

The DAWN project supports women who have experienced or are experiencing domestic abuse in the community. It provides one to one support to enable and empower people to make informed decisions to affect their own changes.

COMMUNITY CONNECTORS

A large-scale project connecting people who are socially isolated, have low level mental health problems or long-term health conditions, to professional services and to each other. Help, support and training is provided in the community to make positive lifestyle changes to improve physical and mental health and wellbeing. This project is funded by Big Lottery, Reaching Communities, from November 2017.

YOUTH AND PLAY (PLAYSCHEMES)

Our youth team ran a weekly programme of term-time after school and youth clubs throughout the year from three of our community hubs; The Green Hub, Horizon Hub and KGV Hub. Over the past year we have prioritised giving the young people who attend our sessions a voice within their local community, for example by arranging for them to make a contribution to Worcester City Council's City Plan. Partnerships have included work with Onside Mental Health Support and YMCA

JOY & CORE

Both our JOY and CORE projects work to reduce loneliness and isolation, re-empowering and improving confidence within clients, and positively impacting their mental health and wellbeing. Throughout the past year both projects have been supporting several clients with highly complex needs to access appropriate support and manage some symptoms until statutory services become available. They have also managed more than 320 significant interventions outside of those who are enrolled.

WELLBEING JOB COACH

Our Wellbeing Job Clubs support people who are looking to work towards gaining employment or training. This is not only supporting clients with practical tasks such as CV building, interview skills and managing finances, but also with improving their wellbeing and confidence.

ABCD Fund

Asset Based Community Development - community led, asset-based approach involving community builders developing the skills of local residents to utilise local resources ,skills and people to meet their needs.

CADENT

1-1 and Group welfare and energy support to support residents through the cost of living crisis. Funded fully by CADENT Gas

DIGITAL SKILLS TUTOR WCC

Supporting those in the community that are digitally excluded, sessions will support training in accessing online activities such as Drs , form filling ,DWP . Also includes awareness of online safety. Funded by UKSPF.

GARFIELD WESTON

support towards our DAWN service; A confidential, non-judgmental service for individuals experiencing/have experienced domestic abuse.

SNACK & CHAT

Our Snack & Chat lunch clubs bring together the over 50s, offering companionship and support over a home cooked two-course meal. This year we were successful in extending our funding from Cadent, which will allow Snack & Chat for run for a further 15 months from January 2025

As well as our weekly clubs at Horizon Hub, The Green Hub and Ronkswood Hub, we expanded Snack & Chat into two residential homes (Himbleton House and Chelmsford Court) which has had a huge positive impact on the wellbeing of residents. Funded by Cadent Gas, small grants and donations

TOWNS FUND

Used for Head of Skills and Training Salary for 2024/25.

FUND TRANSFERS

The following fund transfers occurred during the year:-

1. £13,000 from Lottery Wellbeing Club - This transfer was to provide 'OWN MY LIFE ' training, to be ran by the DAWN project manager for the clients of wellbeing lottery, an ongoing funded project.

21. Transactions with Trustees

None of the trustees received any remuneration or any other benefits from an employment with the charity or a related entity during the current or previous year.

Worcester Community Trust
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

No trustee expenses have been incurred.

22. Related Party Disclosures

There have been no related party transactions in the reporting period that require disclosure.

23. Company limited by guarantee

The company is limited by guarantee and has no share capital.

Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £1.

24. FRC's Ethical Standard - Provision Available for Small Entities

In common with other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

WORCESTER COMMUNITY TRUST

England & Wales - Charity number 1112342

Accounts

Registered company number: 04722577 (England and Wales)
Registered charity number: 1112342

**Report of the Trustees and
Financial Statements for the Year Ended 31 March 2024
for
Worcester Community Trust**



RD Accounting Limited
Chartered Certified Accountants
12C Two Locks
Hurst Business Park
Brierley Hill
DY5 1UU

**Worcester Community Trust
Charity Reference and Administrative Details
For the Year Ended 31 March 2024**

Charity registration number 1112342

Company registration number 04722577

Trustees George William Davidge – resigned 28/09/2023
Claire Louise Thompson
Richard Alfred Soper
Bridget Lee Brickley - Chair
Philip Fowler
Jas Cartwright
Danny Spears

Registered office The Green Centre
Gresham Road
Dines Green
Worcester
Worcestershire
WR2 5QS

Independent Auditor RD Accounting Limited
12C Two Locks
Hurst Business Park
Brierley Hill
DY5 1UU

Management personnel CEO – Jon Newey
Head of Skills & Training & Deputy CEO – Helen Davis
Head of Finance & Resources – Mary-Jane Bayliss
Director of Development – Sarah Mackay (resigned June 2023)
Head of Health and Targeted Services – Jo Jefferson
Head of Finance & Resources – Mary-Jane Bayliss
Head of Community Based Services – Jenny Gage – Appointed July 2023
Customer Service & Facilities Manager – Ross Styles Appointed Feb 2023

Bankers Lloyds PLC
4 The Cross
Worcester
Worcestershire
WR1 3PY

Worcester Community Trust
Charity Reference and Administrative Details
For the Year Ended 31 March 2024

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**Worcester Community Trust
Trustees Report
For the Year Ended 31 March 2024**

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report and the audited financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The charity is constituted as a company limited by guarantee and is, therefore, governed by a memorandum and articles of association (incorporated 3 April 2003). The Articles were amended in March 2010 to define the "area of benefit" as Worcester City.

Objectives and activities

As defined in the Trust's Memorandum and Articles the objects of the charity are:

- i. To promote the benefit of the inhabitants of Worcester City ("The area of Benefit") in line with The Equality Act 2010, without distinction of age, sex, sexual orientation, disability, marriage and civil partnership, gender reassignment, religion or belief, maternity and pregnancy, by associating together with the inhabitants and the local authorities, voluntary or other organisation in a common effort to advance education, relieve poverty and sickness and to provide facilities in the interest of social welfare for recreation and other leisure time occupation with the object of improving the conditions of life for the inhabitants in the area of benefit.
- ii. To establish or secure the establishment of community facilities and to maintain and manage the same whether alone or in cooperation with any local authority or other person or body. Ensuring our work delivers our aims The Trust will be locally driven, owned and controlled thus encouraging a community voice, ownership and democratic participation.

How our activities deliver public benefit

Worcester Community Trust (WCT) manage 6 community centres in Worcester and run a range of community projects, which aim to change the lives of people every day. The community centres are in the areas which face greatest inequality but offer great facilities for social, leisure and sporting activity for the local community. The community projects we run include community empowerment activities, Debt and Energy Support, Job clubs, youth services, lunch clubs and services for older people and those that feel socially isolated, support to those experiencing domestic abuse and skills and training development, including construction skills. Community work is the core of all centres, providing an outlet and 'safe haven' for residents nearby, operated by people they trust and who understand their problems and needs.

The trustees have had regard to the Charities Commission guidance on public benefit.

Measurement of achievements and performance

We measure our achievement and performance by the number of people we reach and those who are involved in activities within their communities. We also use qualitative outcome measurement tools such as Outcome Stars to understand the impact we have on the lives of individuals. Projects also have their own set outcomes as defined with funders, which are assessed on an ongoing basis to ensure projects are on track and delivering.

Executive summary

2023/24 has been a positive year for Worcester Community Trust (WCT) against a backdrop of managing the effects of the cost-of-living crisis on people's lives and continued inflation affecting the running costs of the charity. This year we directly supported 3373 people, we have implemented Year 1 of our 3 Year business plan (2023/24 – 2025/26) focusing on strengthening the organisation to withstand the volatile economy and expand on the complex support that the people we work with require to live happier, healthier lives.

**Worcester Community Trust
Trustees Report
For the Year Ended 31 March 2024**

The hubs have moved to a new structure of management and along with additional online promotion and tidying of the hubs this has resulted in the highest recorded level of room hire income. From external bookings this is a 6% increase on the pre covid record. Including internal bookings this was a 41% increase. There has been continued reflection and renewal in our organisations structure to make sure we are the best form to manage the wide range of services, contracts and support that we deliver.

The Joy project saw funding from Public Health Worcestershire help expand the service across the county. DAWN has increased its support to victims and survivors of Domestic Abuse (DA) through its 1-1, group and partnership work. Closer to home with the support of Worcester City Council we have employed 2 community builders to further our activity in Asset Based Community Development (ABCD). Our biggest expansion into new services have seen Skills and Training thrive under its partnership with Cadent Gas, to deliver Debt and Energy Support that works symbiotically with our Lottery funded Wellbeing Job Clubs.

Our hubs continued to provide safe and welcoming spaces for our local communities, and we have fulfilled strategic objectives around income, managing increased costs and investing in the assets. As part of the Towns Fund Community Skills Project, we have been working closely with Worcester City Council to develop the designs for reception refurbishments at Horizon, Dines Green and Ronkswood and additional new learning spaces at Tolly, Ronkswood and Building Block 2 at Dines Green.

We are very proud of what has been achieved across the past 12 months. Our projects continued to provide vital support to those who needed it most and they developed new and innovative ways of delivering services for local people.

WCT remains well placed, in the hearts of our communities, with the support of our local partners, to challenge disadvantage and inequality, to make a big difference to the lives of people across the city and work towards our vision to create a city where people feel connected, supported, and empowered.

Thank you

On behalf of all staff, trustees and volunteers, Worcester Community Trust (WCT) would like to thank our partners, funders, supporters, and friends who have supported us to deliver our services over the past year; without whom, we would not have been able to achieve what we have and supported our communities to the same extent. Our core values at WCT highlight our ambition to work collaboratively with local people and partners to achieve more, welcoming diversity and innovation and driving a dynamic and visionary organisation. WCT and partners have truly delivered against these values and our social objectives through the past 12 months.

Message from our Chair

Once again, this Annual Report demonstrates all the hard work the staff within Worcester Community Trust have undertaken over another year to support residents of Worcester City. WCT continues to deliver a wide range of services, particularly for those citizens who face financial and emotional challenges, and this year it has touched the lives of over 3000 people, a thousand more than the previous year.

Jon and the senior leadership team have worked hard to build a more sustainable organisation this has included restructuring the Hub-team so that we are better able to meet the increasing demand in use for our centres and increase revenue. This is an important step towards making us more financially independent. In addition, mandatory training has been introduced and the pay structure has been reviewed to ensure it is more equitable across the organisation.

**Worcester Community Trust
Trustees Report
For the Year Ended 31 March 2024**

There have also been some challenges and difficult decisions, one being the need to outsource the Building Block. This was not made lightly. WCT is extremely proud of how Building Block evolved over the years, through the dedication of its project lead. However, as it grew the challenge to make it viable also increased and sadly it reached a point where to remain financially viable, we had to look at an alternative delivery model. As hard as this was the WCT also see this as an opportunity to build new partnerships so that we can continue to ensure that there is first class training for the residents of Worcester alongside people who use our services.

Whilst there are new challenges ahead, with contracts for services, such as DAWN coming up for re-procurement and the sector wide challenge of recruitment, WCT are in a strong position. Evaluations of our initiatives show we deliver, and our business plan looks towards greater sustainability. We are grateful for the support of partners and funders. Without their contributions many of the projects we deliver wouldn't take place. However, by far our biggest asset is our staff and volunteers. Without their commitment and professionalism, we would not be able to deliver these important services as effectively as we do. So, my biggest thanks goes to them.

Our Vision and Mission

Vision:

Worcester: A City where people feel connected, supported, and empowered.

Mission:

Bringing Communities Together by delivering services and activities for all.

Social Objectives

1. To provide social activities for children, young people families and for those in later life.
2. To provide specialist services for individuals affected by domestic abuse.
3. To provide quality training and support for local people seeking to enhance their skills.
4. To offer professional support and activities to build good mental health and wellbeing.

Values & Behaviours:

We Collaborate – Working together with local people and partners to achieve more.

We are Inclusive – Access for all, welcoming diversity, and valuing uniqueness.

We are Ambitious – We value innovation and creativity, driving a progressive, dynamic, and visionary organisation.

Delivering Excellence – Investing in our staff, volunteers, and infrastructure to provide quality and professional services.

Introduction

In 2023/24 Worcester Community Trust (WCT) saw an increase in demand for its services. As a response to the cost of living we have developed new areas such as Debt and Energy support and see continued demand from this work. We have gone from directly supporting 2053 individuals across our many services in 2022/23 to 3373 individuals in 2023/24. This increase has been through the high level of support offered through our Welfare activity and through the increase in Asset Based Community Development (ABCD) work in Dines Green.

**Worcester Community Trust
Trustees Report
For the Year Ended 31 March 2024**

To support the strengthening and sustainable management of the hubs, we have reviewed and altered the staffing structure of the hubs to have 2 Full Time managers that manage 3 buildings each, which offer increase pay for the role, more accountability and line management structure to cope with the range of locations and building needs. We have worked with Worcester City Council (WCC) to renegotiate their support in the form of a management grant and a contribution to building maintenance support. The management grant has been agreed into WCC budget for a 5-year period with WCT becoming 100% responsible for its maintenance tapered over the same timeline:

- Year 0 2022/23 25% WCT (75% WCC)
- Year 1 2023/24 40%
- Year 2 2024/25 55%
- Year 3 2025/26 70%
- Year 4 2026/27 85%
- Year 5 2027/28 100%

Dawn has seen a continued demand for its services, and we were supported by Public Health to extend WCT's main contract with them for a further 18 months until March 2025. This brings it in line with the end other Domestic Abuse (DA) contracts, where all contracts will need to be retendered. We secured new funding to expand our DA work from Garfield Weston, and through a partnership with West Mercia Women's Aid we have developed a community led training practice called DA Champions that reached 55 different hidden communities. We have commissioned an independent review of this service, which will be delivered in early 2024/25,

We have worked innovatively with for profit organisations such as Cadent Gas, who fund our Debt and Energy support workers and have also distributed low energy cooking equipment and low cost cooking training to 900 people this year. In the latter part of the year we have also been developing a partnership proposal with local training provider GLP, who aim to take on the delivery of our construction skills school from April 2023/24.

We have progressed in the delivery of the Advanced Towns Fund in completing the Building Block extension and are underway with the planning of the new training spaces at Ronkwood and Tolly Hub, the Building of a second skills and training facility in Dines Green 'Building Block 2' and a renovation of the receptions at Dines Green, KGV and Horizon. Through these new facilities, contracts and partnerships we have all the components to reach a large number of people with the least educational attainment and furthest from the jobs market in improved opportunities.

As part of our strategic objective 'Devolved Power to Communities' we gained support from WCC to embed two Community Builders to develop more ABCD approaches within Dines Green and Warndon Hubs. These have enabled us to have over 440 community conversations in the first 6 months of the contract and enabled the community deliver of a range of new projects from Food Projects to Seasonal Events.

As always WCT staff have been at the forefront of leading our services, developing new and exciting projects to support local people and have once again shown strength, determination and resilience in the increasing number of complex challenges people are facing.

WCT have built new relationships with a range of partners, that has assisted in enhancing our existing services, enables the charity to create new opportunities and increased access to community-based services for our residents.

Worcester Community Trust support in numbers

WCT has supported residents across the whole of Worcester City and Worcestershire County. We have supported 3373 directly in 2022/23 through our different projects, not including the estimated 60,000+ people who access the variety of events and activities that take place at our hubs.

Governance

We started this 2023/24 with a Trustees Skills and Demographic Audit to make sure WCT continues to be representative of the people who use our services and also to have the range of skills to manage the breadth and complexity of the organisation. We recruited a new trustee as treasurer that came with a breath of experience as a financial controller for a locally based, national sports centre and health provider. We have sought further applications for new trustees to bring in local knowledge of areas close to our hubs, which we are moving currently inviting to observe WCT's governance processes.

Within the operational team we have made some changes to the structure of the organisation. The hubs have seen an overhaul, moving from a flat structure of 1 person line managing 13 people across 6 locations, to something more structured that sees 2 multi-hub managers overseeing the operation of 3 hubs each with a team of supporting staff.

The Senior Leadership Team (SLT) have seen Sarah Mackay, Director of Development (Youth and Community) move on to a new job, so we took the opportunity to review the areas of responsibility and titles of this tier in WCT. We have moved from the title of 'Director of', to 'Head of' to reflect a less formal and more widely understood language within our sector (VCSE) and to put us more in line with the pay scales/expectations when advertising externally to recruit into these roles. The previous Director of Development had too broad a remit to get effective oversight on all elements, so we restructured the responsibilities as follows:

- Head of Community Based Services – Hubs, Asset Based Community Development
- Head of Skills and Training – Welfare, Employment, Skills, Training
- Head of Health and Targeted Services – Domestic Abuse, Men's & Women's Services, Youth
- Head of Finance and Resources – Finance, HR, Legal, Physical Assets

For the new role of Head of Community Based Services, we welcome in Jenny Gage to take on this new remit. The Chief Executive Officer (CEO) is primarily responsible for the business responsibilities with Marketing and a newly created Trust and Grants Fundraiser role, which we seek to recruit for in 2024/25.

Internally we have implemented a mandatory training process and brought all staff members and volunteers up to an agreed upon standard of accredited training in some key areas, including but not limited to General Data Protection Regulation (GDPR), Safeguarding, Health & Safety etc.

WCT continued to deliver an annual staff conference which presented a balance of wider organisational business and strategic objectives alongside a celebration of the individuals and projects that make up WCT as a whole. The staff Survey for this year saw 75% of the staff complete the feedback with an overall high rating (80-100%) around WCT being a positive place to work, understanding what was expected of them, ability to excel and feeling supported. Areas where we scored lower in the 50-80% approval were overall communication and workplace benefits/pay.

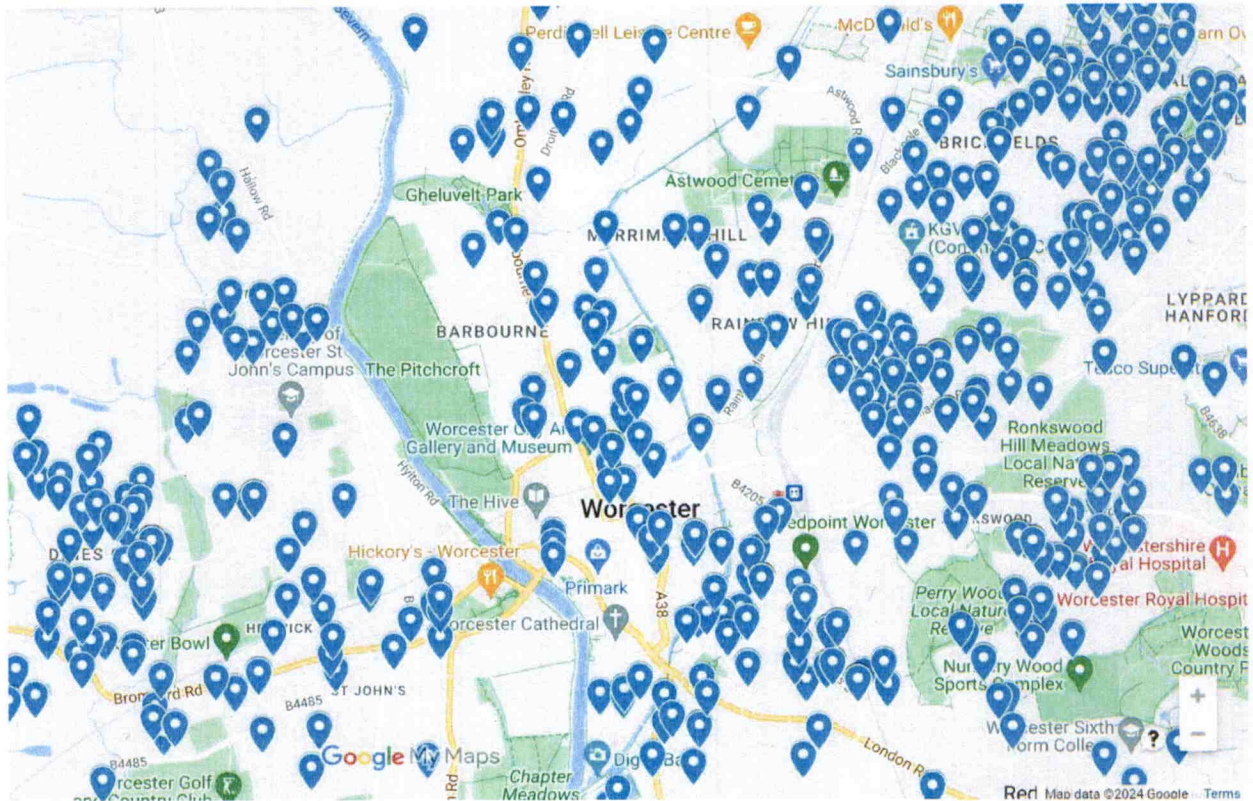
WCT's Annual General Meeting (AGM) for 2023/24 took place in September 2023 and moved quickly from the formal proceedings into a community celebration event. This focused in on individual stories of people who benefit from WCT and used catering from local companies who been supported and developed through the WCT job clubs and business support services offered by WCT.

Worcester Community Trust's Services

WCT continues to develop and deliver community-based services to meet the demands of our local communities. The following map represents residents across Worcester City who have accessed our services over the past 12 months. Following a concerted effort to engage partners and communities across the whole city, the following map demonstrates how we have reached communities way beyond those who live close to our hubs.

Worcester Community Trust
Trustees Report
For the Year Ended 31 March 2024

Citywide



Countywide



Health and Targeted Services

Youth & Play

2023/24 saw the final year our 5 year contract end with Worcestershire County Council in August 23 to deliver youth and play activity across our hubs. We were successful in obtaining the successive 5-year contract, which will take us until August 2028. Built into this contract was the need to work in partnership and we worked with Perdiswell Young Peoples Leisure Club, Onside, YMCA and Vesta Tilley to support this cross-city delivery. This did result in a reduction of WCT's direct delivery funds from this contact from £86k pa to £36k pa. To work more effectively and to mitigate this reduction in funds WCT developed an approach to delivery Open Access in 3 larger catchments (East, West and Central) rather than at each hub. After the implementation of the contract, we are successfully reaching all previous neighbourhoods through this approach.

Our Young Leaders activity at Horizon as part of the #iwill Worcestershire Community Foundation funded project has seen the Young People be involved in the delivery of a shelter in the neighbouring park, an uplift on the Multi Use Games Area to the front of the hub and raised their own funds through a car wash to take themselves on a trip.

We are in the 2nd year of the consortium led by Young Solutions Youthscape project providing open access youth, outreach and detached work and targeted youth and life skills support. This project will run until September 2025.

DAWN- Domestic Abuse Specialist support

DAWN provides a domestic abuse (DA) service tailored to the needs of the individual, with an emphasis on individual bespoke support.

Nationally there were over 1,453,867 million reported cases of domestic abuse related incidents in the year ending March 2023 (ONS). Statistics also show that 1 in 4 women, 1 in 5 children and 1 in 6 men will experience domestic abuse in their lifetime. In the past year we have had 369 referrals into DAWN forcing us to close the waiting list collectively for 10 weeks across the year to manage the demand This has been managed as best possible by a team of 8. Funding from Public Health, Community Safety Partnership, Police Chief Crime Commissioner and West Mercia Women's Aid funds this.

Through the WMWA funding we deliver a Community Champions training programme that helps increase awareness of Domestic Abuse and the awareness of available services within their communities. This year saw an increase from the training of 18 DA Champions in 2022/23 to 55 in 2023/24.

In the past year DAWN supported 296 service users. 449 children were reported to be living safer lives, with 33 Children being stepped down from Child Protection to Child in Need plans. 196 clients left an unsafe relationship, and 174 individuals completed the Freedom programme in a group or 121 setting. In early 2024/25 we will have completed an independent evaluation of these services.

The JOY Project

The Joy project is a female and female identifying wellbeing group which provides support to enable women to gain a variety of skills, enhance their confidence and empower them to make their own informed decisions. This year it has expanded across all 6 districts taking this service countywide with the support of Public Health and a range of local district-based partners and venues.

Joy supported 350 individuals from 475 households. 74% of the people engaged in this project live alone. 29% of the people engaged with Joy have a registered disability or learning difficulty and 42% have a diagnosed mental health condition. It reaches 21% from ethnic minorities, with a further 26% preferring not to say. 350 people have accessed training through this programme.

Worcester Community Trust

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JOY also worked in partnership with Severn Arts to create and installation for Light Night Worcester and National Trust to co – create a sculpture for Croome Court. Aongside this it welcomed informal talks by partners including NHS Sexual Health, NHS Cancer Awareness, Girls Run the Shire running expert, Cadent on Carbon Monoxide alarm service, St Richards Hospice Bereavement Support and Benefits of Sound Therapy.

CORE – Male Network

In February this year, we were able to launch CORE, which is a network for men and male identifying individuals, providing information, advice and guidance to enable connection with others, and engagement within the community. It provides information about support bases, wellbeing services, and opportunities to connect with other like minds, whilst allowing men to gain a variety of skills and enhance their wellbeing and confidence. The project was created following the ongoing success of the women’s Joy Project, and aims to deliver a similar service to men.

Community-Based Services

Asset Based Community Development (ABCD)

Community activities have once again proved popular with residents, but the focus has been to take a community led, asset-based approach to support local people to deliver the activity themselves. Through a Worcester City Council contract, we now have a Community Builder working in Dines Green and one working in Warndon/Tolly. These roles are to make connections, start conversations and find out about people’s interests, capabilities and aspirations for themselves and their local area. They then work to see how they can connect them to other assets, resources, people, skills in the area to make things happen.

After a year of WCT struggling to make the food surplus project work, we applied a community led, asset-based approach, which has seen a small cohort of local residents take on the roles within this project, enabling it to become more sustainably run.

We also took a period to reflect on the more traditional Trips and Activities we had run in previous years. Although they were very popular, the trips themselves were far more expensive than the donations and fees that were given to instigate them. Things such as coach hire have tripled over the past few years, and this hadn’t been considered. We have looked at how we can enable people to deliver these community activities themselves. The first of these was a hugely popular Christmas event that saw the local people use the food project to cook for over 80 people, and the residents co-ordinated and stewarded the event. Underpinning this activity is the financial, expertise and volunteering support from local councillors, Platform Housing and Freedom Leisure, Community and Hope Church.

Community Connectors

Community Connectors provides a range of social and wellbeing group activities, to support people who may be experiencing either social isolation or low-level stress and anxiety. We help individuals raise their self-esteem and confidence by accessing a range of learning, social and volunteering opportunities.

Throughout the year, 165 local people accessed the Community Connectors Project through targeted, group and 121 sessions, a decrease of 14% on the previous year. In part this is due to the increasing complex needs of the clients this project and the referrals coming in from stretched external mental health services. This has resulted in working more in depth with people in crisis, rather than supporting people with low level mental health to deliver their own services. Across the project we saw 540 hours of volunteer contributions, taking on a variety of roles within the sessions. To help address the cost-of-living crisis and to increase sustainability awareness the team ran a winter coat sale, which also raised money towards community projects.

Worcester Community Trust

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Connectors is in its final contractual year (Oct 23 – Sept 24) and the project will focus on supporting the groups to self-sustain their activity beyond the funding where appropriate and possible and move others on to available supported services where needed.

The PLUS Service

2022/23 was the final year of delivery on the PLUS project. This service continued to provide vital support to those over 18 years experiencing loneliness and we have supported 91 clients in the past 12 months.

Community Skills and Training

Debt and Energy Advice

This year has been a focus on developing our Community Skills and Training at WCT. This activity is to support our communities with additional, relevant training, support and coaching, specifically for those with low educational attainment, those furthest from the jobs market and those facing the highest level of consequences from the cost-of-living crisis.

Last year we secured £173,000 of funding from Cadent Gas over 2 years to deliver a project that has been funded by Cadent Gas to help support people with Debt, Benefits, Fuel and Carbon Monoxide awareness. This year Cadent have helped us expand this with £42,000 additional funding to provide an additional support worker. This project is in high demand and has reached 900 people in the year, with collectively over 2700 people in the affected households.

Wellbeing Job Coaches

We gained support from the Reaching Community National Lottery Grant of £433,000 over 4 years which will support local people to access specialist job support. The focus of this project is to deliver weekly wellbeing job clubs to improve mental health and wellbeing and confidence to help residents closer to the job market. This has reached 160 people this year, with 480 in their respective households.

Facilitated Skills and Training at the Hubs

Across our hubs we work with a range of partner organisations and facilitate outside clients in delivering training from within our communities.

Heart of Worcestershire college delivered 42 courses from our hubs attended by 334 participants, and we estimate that a further 192 learners accessed training from number of training providers across our 6 hubs in 2023/24. This includes things such as first aid, cooking classes, CPD learning for Teachers and other charities for their training days. We took 113 people through online training many of which have had no previous qualifications; 71 people gained Level 2 training, 9 people gained level 3 and 33 people gained an unaccredited certificate.

Snack & Chat

Snack & Chat provides a healthy, freshly prepared 2 course meal and social opportunity for people over the age of 50 who are experiencing loneliness and isolation. This year we reached 117 regular diners with 87% being over 65 years old. This plays a vital role in combating social isolation and loneliness, both for people living alone and those living with others. Living alone is a key indicator of social isolation and potential loneliness and especially affects older people - social interaction with others has been proven to improve the quality of life for older people, keeps them well and connected to others. 79% of the diners at Snack and Chat live alone. WCT partners with Platform a couple of times a year to deliver food to supported living accommodation, which reaches a further 100+ people each year. In 2023/24 we provided 3659 meals an increase of 21% from the previous year.

Alongside Snack & Chat we also provide seated exercise classes run by Active Always at Dines Green and Ronkswood. These classes help participants with their strength and balance enabling them to stay mobile in their later years. 100% of the 30 participants were over the age of 65.

Towns Fund – Community Skills Project

The Accelerated Towns Fund Building Block extension and landscaping at Warndon is now finished. This means alongside the construction skills main centre; we now have a teaching facility that is more suitable for electrical training with the addition of a meeting room and examination space.

The main Towns Fund investment is also underway with architects, Askew Cavanna appointed by Worcester City Council. The RIBA stage 2 designs went out to public consultation both online and in person at KGV and Dines Green with over 200 people participating. This capital investment will create 4 additional new multi-use training spaces, 2 at Ronkwoods 1 at Tolly and the development of a Building Block 2 at Dines Green. It will also enhance the reception areas to Horizon, Dines Green and Ronkwood to create digital access and more informal community training. To support this capital investment we have secured a 12 month contract from UKSPF that will enable us to recruit a digital skills tutor and an additional job coach starting in April 24.

Building Block 2, at Dines Green has been designed, received planning and as the year ends the tenders are being assessed to appoint a contractor in early 2024/25.

An internal training program for staff and volunteers has been implemented to make sure the core general skills and awareness relative to our activity is available and present in all staff. We have also initiated quarterly training to support management level needs around HR, leadership and line management. Our e-learning platform is also on offer to volunteers, and beyond the mandatory training both staff and volunteers are able to access a large range of accredited training. This year 66 people have completed 188 courses that are either Level 2 to 3 of Accredited training on the platform.

In 2022/23 we benefitted from over 3840 hours of volunteer time across all projects which equates to a contribution to the organisation of £60,979 (based on Office National Statistics median £ph UK 2023). This is a drop of a 44% in volunteer hours and is mainly a result of pausing Building Block activity in Dec 23.

Building Block

Building Block has a great reputation. It functions as both a training school and as an informal wellbeing drop in space and a positive destination for many community members and clients from other WCT projects such as Dawn or Job Clubs. Many of these clients became volunteers supporting the running of the classes and the space. It sustains itself financially through a mix of paid for training to people who can afford it and training to local businesses such as Platform Housing and obtained small grants to support the costs of clients accessing courses.

Over the past 7 years, when considering overheads such as staff salaries, the project has never covered costs and was subsidised by the reserves of WCT. At the start of 2023/24, we began to monitor performance looking at increased trading, learners, enquiries, location of learners, young person participation etc. Despite efforts to deliver a more cost-effective service, due to increased delivery costs, reduced spending income from people attending courses, a more competitive funding environment and contractual restrictions on current staff.

As part of the Towns Fund agreements WCT has targets to move from approx. 240 learners per year from the construction skills activity to over 1000 learners per year. The capital project of Building Block 2 also comes with the challenge of not having supporting revenue funds, doubling the £135k pa deliver costs of this project to £270k pa. In Q3, having looked at all the options, a proposal was put to forward to WCT and WCC subcommittees to sub-Lease building block to a local specialist skills and training provider GLP. This partnership offered WCT reduced risk contractually, financially and in relation to H&S.

BUSINESS DEVELOPMENT

Against the backdrop of an ongoing volatile economy, WCT has stayed very steady finishing the year with a surplus of £104,728, which contributes to the build-up of a 4-month running cost reserve.

This year WCT have continued to come out of longer-term energy contracts which has seen this expenditure on energy go from £42,000 pa in 2022/23 to £108,000 pa in 2023/24.

The hubs have moved to a new structure of management moving from 6 hub managers to 2 managers overseeing 3 hubs each. The team have focused this year on updating contractual agreements with clients, updating T&Cs, reviewing discounts and more effectively managing internal bookings. This along with additional online promotion and tidying of the hubs has seen the highest recorded level of room hire income on record. From external bookings this is a 4% increase on the pre covid record. Including internal bookings this was a 41% increase.

We have been supported by 24 different grants or contracts this year ranging from £264,000 pa for our Public Health Contract for Joy to £5,000 for our #iwill grant from WCF that supports our Horizon Boys young Leaders activity. Overall, we budgeted for £624,625 of new income from Grants and Contracts and exceeded this target by over £250,000, and an increase overall of grant income of 29% from the previous year to £1.2m.

There have been ongoing challenges with recruitment, which has been felt across all sectors. WCT has continuously worked on how it advertises its roles, both in the language and format of the adverts, but also the forums we promote on and the budget we invest in this. We have used local agents Headturner Search for the recruitment of Senior Leadership Team roles.

There has been a high volume of work this year in supporting the management and HR of the organisation. We have delivered a series of internal training to support managers and have utilised our employer insurance DAS for regular advice and guidance. John Goodwin have undertaken valuations to make sure we are adhering to our obligations relating to the rental of property and market rates and have taken on the services of HCR solicitors to support with activity relating to underleases, superior leases and new business models for managing the high volume of small projects we deliver here at the WCT.

Minimum Wage saw a further 10.9% increase in April 2023, which as a flat organisation (in relation to pay discrepancy between highest and lowest), has significant knock on effects. In April 2023 WCT implemented the minimum wage increase + a 5% pay increase to the rest of the staff at a cost of £51,000 pa. It was announced that in April 2024 the minimum wage would increase by a further 10% to £11.44. We have been working this year to align ourselves with the National Joint Committees (NJC) pay scales to move us away from a market-based rating of pay grades. We have adopted the NJC pay scales to be fairer and objective. This will take place over the next 2 financial years to manage this alongside the minimum wage increase. The cost of this alongside minimum wage is an additional £41,528 pa.

NB: National Joint Council is a body that develops frameworks for pay and conditions for local authorities and is made up of 70 individuals, 12 representing the employers, 58 representing trade unions. They negotiate annually pay scales in consideration of job roles related to social care environments.

In total we raised £14,000 in financial business donations, and £5,600 through donations from local Cllrs.

We have refreshed the WCT Brand bringing all logos into a similar format and updating the logos in our Dawn and Joy projects. The profile of WCT continues to increase online with increased visibility across all accounts.

Facebook continues to be WCT's main platform for engaging with the local community, communicating the work of the Trust and opportunities to get involved with a 3.8% increase reach from our main page, but we have also utilised Instagram and LinkedIn to promote our work with Instagram seeing a 138% increase in reach. Over the year we saw our audience for Facebook increase by 417 and Insta by 152. A new WCT website was launched in Oct 2023.

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Collaborations and Partnerships

WCT has developed relationships with a range of new partners this year. WCT could not have delivered and achieved what we have without working collaboratively and innovatively with our colleagues and partners across the County and beyond:

Abbey Medical Practice	Action for Children	Active Herefordshire & Worcestershire
Age UK Hereford and Worcestershire	Beryl Bikes	Birmingham Repertory Theatre
Bloom Housing	Brethertons Solicitors	Bromsgrove and Redditch Network (BARN)
Bromsgrove District Housing Trust (BDHT)	Cadent Gas	CAFCASS
Catch	Caring for Communities and People	Children First Early Help Family Support, Malvern
Citizen Housing	Citizens Advice Bureau	City and County Community Builders
Community Councils for Voluntary Services (CVS)	Community Police	Corbett Medical Practice
Covercroft NHS	Cranham School	Cranstoun
Crimestoppers	Crown House Family Assessment Unit, Malvern	DARO, West Merica Police
Department of Work and Pensions (DWP)	DWP Disability Services	Children First Early Help Family Support
Evesham Unitarian Church	Families First	Family Front Door
Family Support Worker WCF	Freedom Leisure	GCF
Getsafe team	Glaisyers Solicitors	Primary Care Network
HCR Law	Health & Justice Partnership	Health visitor
Healthwatch NHS	Healthy Minds	Hey Girls
Herefordshire & Worcestershire Recovery College	HMP Eastwood Park Prison	Housing Caseworker Citizens Advice
Housing Solutions	Housing support Officer Worcester City Council	Heart of Worcestershire College
IFCA	Job Centre Plus	Kempsey Primary School (Headmistress)
The King's School, Worcester	Parkinson Wright	Ludvic Studios
F8 Worcester	Malvern Cube	Malvern District Housing
Malvern Hills District Business and Community dept.	Bright Kids Nursery, Evesham	Worcester Municipal Charities
Men's Sheds	Mental Health Services secondary NHS care (inc Crisis & HTT Teams)	Moving Forward CVS - Droitwich
National Trust Croome	NHS Health visitor	No Interest Loan Scheme
Oasis Community Hub, Warndon	Onside Advocacy	Out2gether
Parkinson Wright solicitors	PCN	Perrywood Primary School
Pershore Town Council	Pershore Wellbeing Hub	Platform Housing
PLUS	West Mercia Police	Protecting Vulnerable People Team (PVP)
Perdiswell Young People's Leisure Club	Rooftops Housing	WM police
Recovery United Network (RUN)	South Worcestershire Children First	The Rotary Club of Worcester
Safer Neighbourhood Teams	SEETEC	Westlands Primary School
Severn Arts	Simply Limitless	Seven Angels Housing
St Johns House Medical Surgery	St Josephs Primary School	Social Worker Crown House Family Assessment Unit Malvern
St peters parish council	St Richards Hospice	St Martin's Gate Surgery, Worcs
		Starting Well Partnership South Worcestershire

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Tackling Loneliness Partnership WCC	The Arts Society Malvern Hills (TASMH)	The Foundary
Three Counties Hoistic Services	Vale of Evesham School	Vale Primary Care Network
Vesta Tilley	Wallace House, Evesham	Worcestershire County Council Safeguarding & CARM Services
Westlands First School	West Mercia Police3	Whatley Recordon Solicitors, Malvern
Wick Care Farm	WIPUK (Women in Prison UK)	WM DARO
WM police	WM police PVP team (protecting vulnerable people)	WM Women's Aid IDVA
WMP	WMRSASC	WMWA
WMWA Children & YP courses co-ordinator	WMWA Independent Domestic Violence Advisor	Women's Aid Yung persons DA prevention officer
Worcester Cathedral	Worcester Children First	Worcester City Council
Worcester City Council - Detached Youth Team	Worcester Environmental Group (WEG)	Worcester Foodbank
Worcester Housing	Worcester Mums Network	Worcestershire Adult Social Care
Worcestershire Children First	Worcestershire County council	Worcestershire County Council Suicide Prevention steering group
Worcestershire County Council - Tackling Loneliness Steering Group	Worcs Children First	Worcs Primary Care MH team
Word Press CIC	Wychavon Housing	YMCA
Young Persons Pathway Worker	Young Solutions	

Worcester Community Trust
Trustees' Report
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Our Funders and Supporters:

WCT would like to share our deepest thanks to all our supporters over the past 12 months. This year we have developed new relationships with new funders and our local business community has been extremely generous in their support and donations. Thank you to the following:

- Aldi Winter Fund
- Black Pear Joggers - Snack and Chat
- Cadent Gas - Debt & Welfare support
- CAF Bank
- Co-op – ongoing support and donations of food
- Department of Work & Pensions
- Eveson- Snack and Chat
- Holy Trinity and St Matthews Church- Ronkswood Hub
- Lasletts Charities - Youth clubs
- Les Filles Sauvage savage choir
- Monocle Consulting- Locker for learners
- National Lottery Community Fund - Community Connectors & JOY & Wellbeing Fund
- Neighbourhood Kitchens
- Nunnery Wood Pre-school -Ronkswood Hub
- Ombersley Dramatic Society-JOY
- Onside Ltd – Delivery of the PLUS project
- Onside- marathon funds
- Platform housing group
- Skipton Building Society -Business Development
- St Peters Parish Council - Social @ 60 group
- Sutton Croft - Holiday Activity & Food programme
- West Mercia Police & Crime Commissioner - DAWN
- West Mercia Women's Aid Federation-DAWN
- Weston Garfield - DAWN
- Worcester City Council - Management Grant
- Worcester City Council - Councillors funding
- Worcester City Parish Relief In Need
- Worcester Community Foundation DAWN
- Worcester Municipals Charity - Consolidated funding for Youth and Play support
- Worcestershire County Council - DAWN/ Positive Activities
- Young Solutions- Youthscape

Financial review

The main contributor to unrestricted funds this year has been a contribution of grants and lettings income. Lettings income has increased by £20,783 to £271,082.

General unrestricted reserves had a surplus of £109,558. We have focused on steadily increasing the income generated from room hire, with the aim of generating 100% of the costs incurred from the management of the buildings by 2027/28. This was a total of £271082 2023/24, against the pre covid peak of £261,209 in 2019/20.

Restricted funds remain at a similar level to last year with a small deficit of £4,830.

Whilst the level of unrestricted reserves has increased, the charity is developing its projects in line with demand. Salary costs are seeing a significant rise, and this has increased the calculation of monthly running costs. Ongoing quarterly meetings monitor scenarios and reassess spending and forecasts.

Investment policy and objectives

In September 2023, WCT developed an investment policy. Part of our reserves has been designated as long-term reserves, while the rest is kept as short-term reserves to handle unexpected cash flow needs.

The long-term reserves are invested with the goal of growing in line with inflation. The short-term reserves are invested to ensure their value remains stable.

Our aim is to achieve the best financial returns within acceptable risk levels. For long-term reserves, we focus on generating returns to support WCT's long-term activities. For short-term reserves, our goal is to maintain their capital value with minimal risk, ensuring quick access if unexpected cash flow needs arise

Reserves policy

Worcester Community Trust (WCT) needs short-term reserves to handle funding or cash flow setbacks. It also requires long-term reserves to mitigate risks from external factors and to manage advance commitments to expenses before securing all necessary funding.

Reserves are essential to ensure WCT can meet its obligations if the expected funding falls short. Additionally, reserves might be needed to fulfil financial obligations, such as paying staff and creditors, if the company were to dissolve.

Worcester Community Trust 2023-2024 accounts show reserves at the end of March 2024 of £650,457 (excluding fixed assets). This equates to just under 4 months running costs plus redundancies, which is just below our reserves target of £550,000 running costs and £161,542 redundancy and notice

The calculation of the required level of reserves is an integral part of WCT's planning, budget and forecast cycle. The Finance Sub-Committee consider and recommend the level of reserves both short and long term, to the full Board of Trustees for approval based upon the following criteria as recommended by the Charities Commission SORP (Statement of Recommend Practice):

- Risk assessment: against each category of income and expenditure
- Future activity level: likely requirements on reserves
- Organisational commitments
- Current reserves level

In 2023/24 we invested in more business development to support the increasing number of funded projects we are delivering, and some investment has been made within our community buildings. We expect the reserves requirement during the financial year 2024/25 to increase as our commitments develop for some of our longer-term projects.

Going Concern

At the date of approving these financial statements the Trustee's believe the charity to be a going concern and management accounts are being prepared on a quarterly basis to monitor the charities reserves position to ensure this is appropriate.

Fund-raising standards information

The charity does not undertake any significant public fundraising activities however our trustees and management have been made aware of the relevant regulations and code of funding raising practice and we are registered with the fundraising regulator.

Trustees' responsibilities

The trustees, who are also directors of the charity for the purposes of company law, are responsible for preparing the Trustees' Annual 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 period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- 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;
- 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein, in our capacity as company directors, on12.11.24..... and signed on the board's behalf by:



Bridget Brickley Chair of Trustees

**Worcester Community Trust
Independent Auditor's Report
Year Ended 31 March 2024**

Opinion

We have audited the financial statements of Worcester Community Trust (the 'charitable company') for the year ended 31 March 2024 which comprise the statement of financial activities, balance sheet, cash flow statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

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

There is an inherent risk that our audit will not detect all irregularities, including those resulting in material misstatement in the financial statements or non-compliance with regulation. This risk is greater in respect of fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

Together with our detailed transaction testing, we assessed the risk of material misstatement as a result of fraud by making direct enquiries with management. We did not identify any significant fraud risk factors.

The trust has continued to expand its funding streams so have many smaller grant funds, this increases the risk of expenditure allocation which requires a high degree of estimation and uncertainty. We also test to ensure that expenditure is undertaken in line with the trust's charitable objectives and aims.

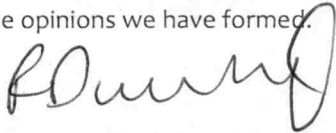
Management override is also a key consideration, and all manual journal entries are reviewed thoroughly to ensure these are reasonable and accurate.

**Worcester Community Trust
Independent Auditor's Report
Year Ended 31 March 2024**

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

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



RD Accounting Limited (Statutory Auditor)
Chartered Certified Accountants
12C Two Locks
Hurst Business Park
Brierley Hill
DY5 1UU

Date: 15/11/2024.

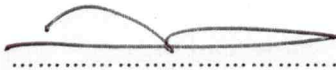
Worcester Community Trust
Statement of Financial Activities (Including Income & Expenditure Account)
Year Ended 31 March 2024

		Unrestricted funds	Restricted funds	2024 Total	2023 Total
	Note	£	£	£	£
Income and endowments from:					
Donations and legacies	3	23,850	3,092	26,942	38,665
Charitable activities	4	84,673	1,290,037	1,374,710	1,137,542
Bank interest received		5,967	-	5,967	1,830
Other trading activities	5	313,958	19,899	333,857	347,059
Total		428,448	1,313,028	1,741,476	1,525,096
Expenditure on:					
Charitable activities	6	(352,541)	(1,284,207)	(1,636,748)	(1,555,734)
Net income / (expenditure)		75,907	28,821	104,728	(30,638)
Transfers between funds	19	33,651	(33,651)	-	-
Net movement in funds	16	109,558	(4,830)	104,728	(30,638)
Reconciliation of funds:					
Total funds brought forward	16	547,709	181,225	728,934	759,572
Total funds carried forward	16	657,267	176,395	833,662	728,934

Worcester Community Trust
 Balance Sheet
 Year Ended 31 March 2024

	Note	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Fixed assets					
Tangible assets	11	6,810	-	6,810	7,020
Current assets					
Debtors	12	41,203	92,652	133,855	119,390
Cash at bank and in hand		682,018	193,938	875,956	801,120
		723,221	286,590	1,009,811	920,510
Creditors: amounts falling due within one year	13	(72,764)	(110,195)	(182,959)	(198,596)
Net current assets / (liabilities)		650,457	176,395	826,852	721,914
Total assets less current liabilities		657,267	176,395	833,662	728,934
Net assets / (liabilities)		657,267	176,395	833,662	728,934
Charity Funds					
Restricted funds	16			176,395	181,225
Unrestricted funds	16			657,267	547,709
Total charity funds	16			833,662	728,934

The financial statements were approved by the Board of Trustees on 12-11-24 and were signed on its behalf by:



Bridget Bickley – Trustee



Daniel Spears - Trustee

Worcester Community Trust
Cash Flow Statement
Year Ended 31 March 2024

	2024 £	2023 £
Cash flow from operating activities		
Cash generated from operations	77,676	108,247
Net cash flow from operating activities	<u>77,676</u>	<u>108,247</u>
Cash flow from investing activities		
Payments to acquire intangible fixed assets	(2,840)	(9,360)
	<u>(2,840)</u>	<u>(9,360)</u>
Net increase in cash and cash equivalents	74,836	98,887
Cash and cash equivalents at the start of the reporting period	801,120	702,233
Cash and cash equivalents at the end of the reporting period	<u>875,956</u>	<u>801,120</u>

Reconciliation of net income/(Expenditure) to net cash flow from operating activities:-

	2024 £	2023 £
Net income/(Expenditure) for the reporting period (as per the statement of financial activities)	104,728	(30,638)
Adjustments for:		
Depreciation charges	3,050	2,340
(Increase) / decrease in debtors	(14,465)	36,720
Increase / (decrease) in creditors	(15,637)	99,825
Increase / (decrease) in provisions	-	-
Net cash provided by (and used in) from operating activities	<u>77,676</u>	<u>108,247</u>

1 COMPANY INFORMATION

The charity is a company limited by guarantee. The members of the company are the Trustees named in the Report of the Trustees. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements.

2 ACCOUNTING POLICIES

BASIS OF PREPARATION

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

INCOME RECOGNITION

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Income received in respect of renting the charities facilities is recognised as income once the event has taken place. Grants are recognised when entitlement, certainty and measurement conditions have been met.

Donations are included as and when received.

EXPENDITURE RECOGNITION

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

SUPPORT COSTS ALLOCATION

Most expenditure is allocated directly to the fund to which it relates. General overheads are recharged to funds via a management fee which is determined by the trustees, dependent on the project.

TAX

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

TANGIBLE FIXED ASSETS

Tangible fixed assets are stated at cost less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended. Assets with a value of less than £1,000 are not capitalised.

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

Fixtures and fittings	25% on cost
-----------------------	-------------

DEBTORS RECEIVABLE AND CREDITORS PAYABLE WITHIN ONE YEAR

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure. The charity does not hold any complex financial instruments.

CASH & INVESTMENTS

Any cash held in bank accounts that is accessible within one month is not considered to be an investment and is therefore recognized as cash on the balance sheet.

LEASES

Rentals payable and receivable under operating leases are charged to the Sofa on a straight-line basis over the period of the lease.

EMPLOYEE BENEFITS

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

DONATED GOODS, FACILITIES OR SERVICES

Donated professional services and donated facilities are recognized as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognized and refer to the trustees' annual report for more information about their contribution.

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

The trustees consider that the rental market value of the community centers and other properties provided to the charity at a peppercorn rent cannot be measured accurately due to their unique purpose and locations. There are therefore no donated facilities transactions recognized in respect of these facilities. Please see the trustees report for further details.

FUNDS

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

GOING CONCERN

Please refer to the going concern note in the report of trustees on page 5.

3 INCOME FROM DONATIONS AND LEGACIES

	2024	2023
	£	£
General donations	4,867	14,326
Councillor Donations	5,535	-
Just Giving - Various	1,589	2,397
Worcestershire Ambassadors	-	-
Co-Operative - COOP Share	3,533	1,176
ALDI - Winter Fund	1,000	-
CAF Donation	1,000	-
Monocle Consulting	500	-
Black Pear Joggers Donation (Snack & Chat)	942	-
Laslett's (Hinton) Charity	-	4,500
Platform Housing	5,612	4,832
Worcester Music Festival	-	2,200
Simon Azzopardi - Fairshare	-	1,700
Holy Trinity and St Matthews Church	580	1,250
Arnold Clarke	-	1,000
St Mark in Cherry Orchard Church	-	1,000
Tolladine Mission	1,785	4,284
	<hr/> 26,942 <hr/>	<hr/> 38,665 <hr/>

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2024

4 INCOME FROM CHARITABLE ACTIVITIES

Charitable activities income is wholly made up of grants and service contracts, broken down as follows: -

	2024	2023
	£	£
Active Herefordshire & Worcestershire	-	7,500
Big Lottery - Awards for all After school clubs	-	10,000
Big Lottery - Community Connectors	121,289	126,524
Big Lottery - Job Coaching	3,057	144,668
Big Lottery - Well-Being Club	97,777	-
Big Lottery - The Community Organisations Cost of Living Fund	75,000	-
Big Lottery - JOY	-	14,187
CADENT - Centres For Warmth Project	105,071	29,097
Garfield Weston - DAWN Funding	20,000	-
Community Housing Group - Community Renewal	-	56,550
County Councillors funding - Coffee & cake for Bedwardine Ward	-	5,500
Laslett's (Hinton) Charity	5,457	760
Onside Ltd - PLUS Loneliness Project	24,559	28,280
Platform Housing Group	500	1,150
Sutton Croft Ltd - Youth & Play	15,972	45,727
The Eveson Trust - Snack & Chat Salaries	20,000	-
The Henry Smith Charity - Holiday grant	-	1,420
The Worcester Consolidated Municipal Charity	42,121	15,007
West Mercia Police & Crime Commissioner - DAWN	45,522	43,772
West Mercia Womens Aid Federation - DAWN	58,612	36,581
Western Power distribution - Holiday Hunger Fund	-	2,500
WIPUK (Women in Prison UK) - JOY	-	3,000
Worcester City Council - Vaccine volunteer	-	250
Worcester City Council - ABCD Funding	60,468	53,852
Worcester City Council - Building Block Salary funding	-	10,000
Worcester City Council - Community Fridge	-	2,574
Worcester City Council - Crisis Pot	-	4,894
Worcester City Council - IWILL	-	5,000
Worcester City Council - Management Grant	84,080	79,180
Worcester City Council - Youth Consultation	-	2,000
Worcester City Council - Towns Fund	50,000	50,000
Worcester City Council - Other small grants	2,560	-
Worcester City Council - Severn Arts funding	5,000	-
Worcester City/County Council - DAWN	153,528	162,915
Worcester Councillor's Grants / Funding	-	12,084
Worcester City Council - Hopmarket Grant Aid	7,000	-
Worcester County Council - Youth/Positive activities	84,721	97,936
Worcestershire Community Foundation - DAWN	6,000	-
Worcestershire County Council - Youth Voice Focus Groups	-	2,000
Worcestershire County Council - JOY	264,667	66,167
Worcestershire County Council - Small Measures	-	5,000
Young Enterprise - Youth Worker	-	1,000
Young Solutions - Youthscape	21,749	10,466
	1,374,710	1,137,542

5 INCOME FROM OTHER TRADING ACTIVITIES

	2024 £	2023 £
Room Hire	271,082	250,299
Subscriptions and Activities	62,775	96,760
	<u>333,857</u>	<u>347,059</u>

6 EXPENDITURE

All expenditure is undertaken for charitable purposes and is summarised as follows:

	2024 £	2023 £
Premises costs	173,277	113,600
Staff costs (including training / consultants)	1,206,070	1,127,596
Direct costs of activities	148,624	202,375
Professional fees	13,103	12,795
Depreciation	3,050	2,340
Fees, Licences & Insurance	45,642	35,928
IT, Telephone & Office costs	46,984	61,100
	<u>1,636,748</u>	<u>1,555,734</u>

Expenditure allocated by fund is shown in note 16.

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2024

7 NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging:

	2024 £	2023 £
Depreciation – owned assets	<u>3,050</u>	<u>2,340</u>

8 AUDITOR'S REMUNERATION

Fees payable to the charity's auditor for the audit of the charity's annual accounts is £5,040 (2023: £4,500) and preparation of management accounts, payroll and general support/meetings of £8,063 (2023 - £7,648).

9 TRUSTEES REMUNERATION AND BENEFITS

The trustees neither received nor waived any remuneration or other benefits during the year ending 31 March 2024 (2023: £Nil)

TRUSTEES EXPENSES

There were no trustees' expenses paid for the year ending 31 March 2024 (2023: £Nil)

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2024

10 STAFF COSTS

The average monthly number of employees throughout the year was 76 (2023: 69).
The average full-time equivalent throughout the year was estimated to be 36 (2023: 37)

The total staff costs and employee benefits were as follows:

	2024	2023
	£	£
Wages and salaries	1,048,245	1,006,745
Employer National Insurance	74,365	74,735
Employer Pension costs	18,245	17,357
	<u>1,140,856</u>	<u>1,098,837</u>

The above pension costs represent the total employer contributions into defined contribution schemes for the year.

Total remuneration paid to key management personnel during the year was £169,1888 (2023: £141,994). This excludes employers pension contributions. Employers pension contributions paid to key management personnel during the year was £4,239 (2023: £2,914)

No employees received total employee benefits of more than £60,000.

11 TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2023	142,475
Additions	2,840
Disposals	-
At 31 March 2024	<u>145,315</u>
DEPRECIATION	
At 1 April 2023	135,455
Charge for the year	3,050
Eliminated on disposals	-
At 31 March 2024	<u>138,505</u>
NET BOOK VALUE	
At 31 March 2024	<u>6,810</u>
At 31 March 2023	<u>7,020</u>

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2024

12 DEBTORS

	2024	2023
	£	£
Trade Debtors	126,654	112,570
Prepayments and accrued income	7,201	1,820
Other tax and social security	-	5,000
	<u>133,855</u>	<u>119,390</u>

13 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	26,498	18,770
Other tax and social security	21,496	-
Deferred income	103,923	160,071
Accrued expenses	31,042	19,755
	<u>182,959</u>	<u>198,596</u>

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2024

14 DEFERRED INCOME

	2024	2023
	£	£
Brought forward	160,071	36,359
Received during the year	294,502	364,848
Amounts released to income	(350,650)	(241,136)
Carried forward	<u>103,923</u>	<u>160,071</u>

Incoming resources are deferred in accordance with section 5.24 of the Statement of Recommended Practice (FRS102) whereby income is subject to performance-related condition.

The above relates to Cadent (£82,245), Big Lottery Community Connectors (£8,833) and PLUS Loneliness (£2,357) restricted funds, Lottery Well-Being Club (£8,888) and Room Hire (£1,600) unrestricted funds.

15 LEASES

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2024	2023
	£	£
Not later than one year	-	-
Later than one and not later than five years	-	-
	<u>-</u>	<u>-</u>

The Trust leases the following properties in order to carry out its purposes:

- The Tolladine Community Centre
- The Horizon Community Centre
- The Wardon Community Centre
- The KVG Community Centre
- The Ronkswood Community Centre
- The Green Centre
- Dines Green Youth and Community Café (DG Den)

The Trust currently rents these properties for £1 per annum. The 2023/24 annual budgeted service charge payable is £24,000 per annum across all centres.

Each lease commenced on 1 October 2010, apart from DG Den which commenced in 2015, all for a term of 30 years.

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2024

16 MOVEMENT IN FUNDS

	Balance at 1 April 2023	Income	Expenditure	Transfers	Balance at 31 March 2024
	£	£	£	£	£
Unrestricted	547,709	428,448	(352,541)	33,651	657,267
	547,709	428,448	(352,541)	33,651	657,267

Restricted Funds

	Balance at 1 April 2023	Income	Expenditure	Transfers	Balance at 31 March 2024
	£	£	£	£	£
DAWN	18,732	265,671	(258,241)	(10,072)	16,090
ABCD Fund	-	60,582	(74,832)	27,412	13,162
After School Clubs	407	34	(568)	127	-
Bedwardine and Battenhall Coffee Mornings	4,310	-	-	(4,310)	-
CADENT	29,027	105,805	(88,518)	(15,826)	30,488
Community Connectors	9,090	122,509	(121,151)	(10,247)	201
Community Renewal Fund	33,190	-	(33,190)	-	-
Digital Skills Tutor WCC	-	-	(162)	-	(162)
Garfield Weston (DAWN)	-	20,000	(20,000)	-	-
Holiday Hunger (Western Power Distribution)	807	-	(192)	(615)	-
IWILL	3,750	-	(3,750)	-	-
Job Coach	-	3,057	(288)	(2,769)	-
JOY (formerly ASHA)	36,339	265,441	(243,885)	(7,650)	50,245
The National Lottery Community Fund	-	75,000	(75,000)	-	-
Loneliness Project	-	24,559	(25,528)	969	-
Positive Activities	27,412	90,477	(126,644)	35,198	26,443
Severn Arts	-	5,000	(3,589)	-	1,411
Small Measures	4,250	-	(2,674)	(1,576)	-
Snack and Chat Salaries	-	43,439	(33,668)	1,732	11,503
Towns Fund	-	50,000	(37,417)	(12,583)	-
Way Outreach work	-	-	-	-	-
Well-Being Club - Big Lottery	-	97,777	(70,763)	-	27,014
Youth and Play	3,444	61,929	(58,131)	(7,242)	-
Youthscape	10,467	21,748	(6,016)	(26,199)	-
	181,225	1,313,028	(1,284,207)	(33,651)	176,395
TOTAL FUNDS	728,934	1,741,476	(1,636,748)	-	833,662

16 MOVEMENT IN FUNDS - continued

Unrestricted funds – comparative

	Balance at 1 April 2022	Income	Expenditure	Transfers	Balance at 31 March 2023
	£	£	£	£	£
Unrestricted	458,168	528,706	(504,095)	64,930	547,709
	458,168	528,706	(504,095)	64,930	547,709

Restricted funds – comparative

	Balance at 1 April 2022	Income	Expenditure	Transfers	Balance at 31 March 2023
	£	£	£	£	£
DAWN	85,937	246,433	(313,638)	-	18,732
Community Connectors	30,480	129,930	(143,570)	(7,750)	9,090
Youth and Play (formerly Playscheme)	48,985	69,289	(73,661)	(41,169)	3,444
JOY (formerly ASHA)	44,470	87,692	(93,202)	(2,621)	36,339
Job Coach	-	142,830	(146,038)	3,208	-
After School Clubs	2,108	15,545	(17,246)	-	407
Snack and Chat Salaries	4,063	10,306	(20,620)	6,251	-
Way Outreach work	6,330	-	(6,330)	-	-
My Home Helper	1,000	-	-	(1,000)	-
Sports Partnership Grant	185	-	(185)	-	-
Loneliness Project	25,025	28,571	(56,191)	2,595	-
Homework Club Horizon	1,353	-	(1,353)	-	-
Community Renewal Fund	49,468	56,550	(63,468)	(9,360)	33,190
Living Room project	2,000	-	-	(2,000)	-
Bedwardine and Battenhall Coffee Mornings	-	4,500	(190)	-	4,310
Holiday Hunger (Western Power Distribution)	-	3,100	(2,293)	-	807
Positive Activities	-	97,936	(70,524)	-	27,412
Youthscape	-	10,467	-	-	10,467
CADENT	-	29,097	(70)	-	29,027
Crisis Fund	-	4,894	(4,894)	-	-
Small Measures	-	4,250	-	-	4,250
IWILL	-	5,000	(1,250)	-	3,750
Towns Fund	-	50,000	(36,916)	(13,084)	-
	301,404	996,390	(1,051,639)	(64,930)	181,225
TOTAL FUNDS	759,572	1,525,096	(1,555,734)	-	728,934

17 FUND DESCRIPTIONS

DAWN (Domestic Abuse Working Network)

The DAWN project supports women who have experienced or are experiencing domestic abuse in the community. It provides individual support to enable and empower people to make informed decisions to effect their own changes. This year DAWN was funded by the Hopmarket Charity and the Police and Crime Commissioner.

COMMUNITY CONNECTORS

A large-scale project connecting people who are socially isolated, have low level mental health problems or long-term health conditions, to professional services and to each other. Help, support and training is provided in the community to make positive lifestyle changes to improve physical and mental health and wellbeing. This project is funded by Big Lottery, Reaching Communities, from November 2017.

YOUTH AND PLAY (PLAYSCHEMES)

Funding provided to deliver holiday playschemes in our communities. Supported by Worcester Municipal Charities and the Bransford Trust along with other smaller grant funders in this year.

JOY (formerly ASHA)

Funded by the Big Lottery's Reaching Communities program to support vulnerable and disadvantaged women to gain the skills and confidence they need to move into volunteering and employment opportunities.

JOB COACH

Funding provided to employ a job coach under a national scheme called Building Better Opportunities. The scheme has a specific focus on those who are out of work, including those that may be claiming JSA, ESA, Universal Credit or Income Support.

AFTER SCHOOL CLUBS

The grants received from Worcester Municipal Charities and Laslets is to support Children's after school clubs across our centers.

LONELINESS PROJECT

This is the Reconnections project that has run through previous years. This was a pilot and has now been commissioned through Worcestershire County Council (Public Health) to support anyone aged over 18 years.

A pilot project funded through a social investment bond, led by Age UK Herefordshire and Worcestershire, and delivered by a partnership of local volunteers, including WCT leading in Worcester City. The service brings together people's skills and experience from within the community to provide mutual support for older, isolated individuals.

SNACK AND CHAT SALARIES

Separate fund created for payment of the Catering Manager salary, funded by Eveson.

WAY OUTREACH WORK

Funding following closure of WAY towards outreach work with Young people to reduce ASB and homelessness and improve mental wellbeing.

COMMUNITY RENEWAL FUND

locally based skills training for those furthest away from the labour market, by offering support groups and pathway training for those with barriers to education and employment

BEDWARDINE AND BATTENHALL COFFEE MORNINGS

To set up a coffee morning from a church hall to bring together residents and engage them with WCT services.

HOLIDAY HUNGER (WESTERN POWER DISTRIBUTION)

Support low income households access food through the holidays.

POSITIVE ACTIVITIES

Open Access youth delivery to the young people of Worcester across 6 hubs.

YOUTHSCAPE

Partnership application to increase the provision of support for young people through an offer of outreach, Targeted youth support, open access youth work across Worcestershire.

CADENT

1-1 and Group welfare and energy support to support residents through the cost of living crisis.

SMALL MEASURES

Supporting people to access small items to improve energy efficiency in homes or to help them keep warm through the winter.

IWILL

Increase social action in young people who access our youth provision.

TOWNS FUND

Revenue funding to support the delivery and outcomes of the strategic citywide capital programme to improve access to community skills and qualifications.

ABCD

Asset Based Community Development - community led, asset-based approach involving community builders developing the skills of local residents to utilise local resources ,skills and people to meet their needs

DIGITAL SKILLS TUTOR WCC

Supporting those in the community that are digitally excluded, sessions will support training in accessing online activities such as Drs , form filling ,DWP . Also includes awareness of online safety

GARFIELD WESTON

support towards our DAWN service; A confidential, non-judgmental service for individuals experiencing/have experienced domestic abuse.

SEVERN ARTS

Contribution towards Light Night Artists 'Shine a Light WCC'

WELL-BEING JOB CLUB – BIG LOTTERY

Reaching Community National Lottery Grant. Deliver individual support and weekly wellbeing job clubs to improve mental health and wellbeing and confidence to help residents closer to the job market.

THE NATIONAL LOTTERY COMMUNITY FUND – COMMUNITY ORGANISATIONS COST OF LIVING FUND

Support to tackle the impact of the cost of living -to cover the increase in staffing, insurance and utilities within the Trust

18 RELATED PARTY TRANSACTIONS

There were no related party transactions for the year ended 31 March 2024, nor for the year ended 31 March 2023.

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2024

19 FUND TRANSFERS

The fund transfer undertaken for the year are explained as follows:

Fund	Transfer (£)	Explanation
DAWN	(10,072)	Transfers to split the different funding streams
ABCD Fund	27,412	To cover expenditure not covered in prior years
After School Clubs	127	To cover small, overspend
Bedwardine and Battenhall Coffee Mornings	(4,310)	To cover staff salaries supporting the coffee mornings
CADENT	(15,826)	Project Manager salary and Slow Cooker training courses
Community Connectors	(10,247)	To cover Project Manager salaries
Holiday Hunger (Western Power)	(615)	To clear small fund balance
Job Coach	(2,769)	To collate split funds for original project
JOY (formerly ASHA)	(7,650)	Contribution to Training and senior staff salary
Loneliness Project	969	To cover small, overspend
Positive Activities	35,198	Contribution from Youthscape and Youth & Play
Small Measures	(1,576)	To cover expenditure not covered in prior years
Snack and Chat Salaries	1,732	To cover small, overspend
Towns Fund	(12,583)	Contribution to senior staff salary
Youth and Play	(7,242)	Contribution to Positive activities for youth
Youthscape	(26,199)	Contribution to Positive activities for youth

WORCESTER COMMUNITY TRUST

England & Wales - Charity number 1112342

Accounts

Registered company number: 04722577 (England and Wales)
Registered charity number: 1112342

**Report of the Trustees and
Financial Statements for the Year Ended 31 March 2023
for
Worcester Community Trust**



RD Accounting Limited
Chartered Certified Accountants
12C Two Locks
Hurst Business Park
Brierley Hill
DY5 1UU

Worcester Community Trust
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**Worcester Community Trust
Trustees' Report
Year Ended 31 March 2023**

Charity registration number 1112342

Company registration number 04722577

Trustees
George William Davidge
Claire Louise Thompson
Richard Alfred Soper
Josephine Constance Hodges – resigned 26/04/23
Bridget Lee Brickley - Chair
Philip Fowler
Jas Cartwright – appointed 25/10/22
Danny Spears – appointed 25/10/22

Registered office
The Green Centre
Gresham Road
Dines Green
Worcester
Worcestershire
WR2 5QS

Independent Auditor
RD Accounting Limited
12C Two Locks
Hurst Business Park
Brierley Hill
DY5 1UU

Management personnel
CEO – Jon Newey
Director of Development – Sarah Mackay
Director of Operations – Caroline Berry – resigned 10/03/23
Interim Director of Operations – Jo Jefferson – appointed 13/02/23
Director of Skills & Training – Helen Davis
Customer Service & Hub Team Manager – Christine Heywood –
resigned 13/01/23
Director of Finance – Tracey Chance – 31/08/22
Director of Finance & HR – Mary-Jane Bayliss – appointed 02/08/22

Bankers
Lloyds PLC
4 The Cross
Worcester
Worcestershire
WR1 3PY

Worcester Community Trust
Trustees' Report
Year Ended 31 March 2023

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report and the audited financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The charity is constituted as a company limited by guarantee and is, therefore, governed by a memorandum and articles of association (incorporated 3 April 2003). The Articles were amended in March 2010 to define the "area of benefit" as Worcester City.

Objectives and activities

As defined in the Trust's Memorandum and Articles the objects of the charity are:

- i. To promote for the benefit of the inhabitants of the area of Worcestershire and the surrounding area ('the area of benefit') without distinction of age, sex, sexual orientation, race or political, religious or other opinions, by associating together the inhabitants and local authorities, voluntary or other organisations in a common effort to advance education, relieve poverty and sickness and to provide facilities in the interests of social welfare for recreation and other leisure-time occupation with the object of improving the conditions of life for the inhabitants of the area of benefit (ii) to establish or secure the establishment of a community centre or centres and to maintain and manage the same, whether alone or in co-operation with any local authority or other person or body.
- ii. To establish or secure the establishment of community facilities and to maintain and manage the same whether alone or in cooperation with any local authority or other person or body. Ensuring our work delivers our aims The Trust will be locally driven, owned and controlled thus encouraging a community voice, ownership and democratic participation.

How our activities deliver public benefit

Worcester Community Trust manage 6 community centres in Worcester and run a range of community projects, which aim to change the lives of people every day. The community centres are in the areas which face greatest inequality but offer great facilities for social, leisure and sporting activity for the local community. The community projects we run include youth services, holiday play schemes, lunch clubs and services for older people and those that feel socially isolated, support to those experiencing domestic abuse and skills and training development, including construction skills. Community work is the core of all centres, providing an outlet and 'safe haven' for residents nearby, operated by people they trust and who understand their problems and needs.

The trustees have had regard to the Charities Commission guidance on public benefit.

Measurement of achievements and performance

We measure our achievement and performance by the number of people we reach and those who are involved in activities within their communities. We also use qualitative outcome measurement tools such as Outcome Stars to understand the impact we have on the lives of individuals. Projects also have their own set outcomes as defined with funders, which are assessed on an ongoing basis to ensure projects are on track and delivering.

Executive summary

2022/23 has provided the charity with a period of change. We welcomed Jon Newey as Chief Executive Officer but also said farewell to two long serving members of staff in Tracey Chance (Director of Finance) and Christine Heywood (Customer Services and Hub Team Manager).

Our hubs continued to provide safe and welcoming spaces for our local communities and bookings continued to increase over the year with lettings almost back to pre-pandemic levels. We continued to play a proactive role in the

Worcester Community Trust
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Covid-19 and Flu vaccination programme by hosting vaccination clinics in all of our hubs allowing our communities to access vital support right on their doorstep.

We have successfully delivered the second year of our strategic plan, with a review and update to the plan agreed in January 2023 and we are very proud of what has been achieved across the past 12 months. Our projects continued to provide vital support to those who needed it most and they developed new and innovative ways of delivering services for local people.

WCT remains well placed, in the hearts of our communities, with the support of our local partners, to challenge disadvantage and inequality, to make a big difference to the lives of people across the city and work towards our vision to create a city where people feel connected, supported, and empowered.

Thank you

On behalf of all staff, trustees and volunteers, Worcester Community Trust would like to thank our partners, funders, supporters, and friends who have supported us to deliver our services over the past year; without whom, we would not have been able to achieve what we have and supported our communities to the same extent. Our core values at WCT highlight our ambition to work collaboratively with local people and partners to achieve more, welcoming diversity and innovation and driving a dynamic and visionary organisation. WCT and partners have truly delivered against these values and our social objectives through the past 12 months.

Message from our Chair

Under the skilful leadership of our Chief Executive, Jon Newey, and our Senior leadership team WCT staff have once again built on the excellent work which supports the residents of Worcester City, and in some services beyond. Wellbeing services have continued to meet the high level of need and demand across the city. Following the challenge of the pandemic the DAWN project, which now operates countywide, saw a significant increase in referrals for domestic abuse. We also saw an increase in demand for our community connectors, Plus Service, Snack and Chat and our new Social 60 groups, which all play a crucial part in tackling isolation and loneliness, particularly amongst the elderly.

With the cost-of-living crisis having an impact on many members of the communities we serve, once again the wonderful WCT staff and volunteers demonstrated their ability to quickly adapt and introduce services to provide support and refuge to those most in need. Our Hubs became Warm spaces and provided, not only somewhere warm to gather, but also nourishment with a supper club at Warndon, in partnership with St Pauls Hostel, alongside community kitchens and community pantries.

The work to improve and extend our Building Block facility at our Warndon Hub, is now complete. This will increase our capacity to train more of our residents in a wider range of skills. Our integrated approach, with our job coaches and wellbeing services, enables WCT to provide support and guidance to residents furthest away from the job market, improving their skills alongside their confidence so that they can become for employable and financially independent.

Our youth and community work has also continued to thrive. Alongside community events and trips, we now have after school clubs in 5 of our Hubs and Open Access for youth in all 6 hubs. In addition, working with Young Solutions, we now also offer an outreach service which widens our reach to work with young people even further.

All these various projects are supported by a significant number of volunteers. The unique nature of WCT services work means that people who enter our services are encouraged and supported to become volunteers. This not only helps them to build their confidence, which enables some to eventually enter employment, some within the trust itself, but it also benefits WCT. This approach enables WCT to have a committed and skilled group of people to support the ongoing delivery of our services. In celebration of this we presented two volunteers with our inaugural volunteer award this year. This award was set up in the memory of a former and much valued Trustee Robin Sykes. Robin gave endless support to, not only WCT, but other charities in the city and we are proud to remember him in this way.

Worcester Community Trust
Trustees' Report
Year Ended 31 March 2023

Finally, a huge thank you to those people and organisations who have financially supported us over the last year. Funding comes from a variety of sources such as grants, donations and fund raising events. Within this report you will see the long list of organisations we work with or who have funded and supported us this year. Not only does this help to keep us financially sustainable, but it also ensures that we have as wide a reach as possible to meet the complex needs of the residents of the city. This helps to make sure that the people we work for have the right sort of support when they need it.

Our Vision and Mission

Vision:

Worcester: A City where people feel connected, supported, and empowered.

Mission:

Bringing Communities Together by delivering services and activities for all.

Social Objectives

1. To provide social activities for children, young people families and for those in later life.
2. To provide specialist services for individuals affected by domestic abuse.
3. To provide quality training and support for local people seeking to enhance their skills.
4. To offer professional support and activities to build good mental health and wellbeing.

Values & Behaviours:

We Collaborate – Working together with local people and partners to achieve more.

We are Inclusive – Access for all, welcoming diversity, and valuing uniqueness.

We are Ambitious – We value innovation and creativity, driving a progressive, dynamic, and visionary organisation.

Delivering Excellence – Investing in our staff, volunteers, and infrastructure to provide quality and professional services.

Introduction

2022/23 saw Worcester Community Trust go through a period of change. Ruth Heywood moved on from her roles as CEO, having led the organisation successfully through the challenge of the covid-19 pandemic and we welcomed Jon Newey in June 2023. We continued to see an increase in demand for our services, especially in DAWN, where we saw a significant increase in the number of referrals received in comparison to the year before. We once again were successful in securing new grants and contracts to deliver new and enhanced services – most notably, an expansion to the JOY project to go countywide thanks to funding from Worcestershire County Council, and significant investment over 2 years from Cadent Gas to enable us to employ specialist support workers to provide debt and energy advice, which has been a much needed addition to our services, especially during the cost of living crisis that many of those in our communities have been facing.

The first phase of the redevelopment of our centres took place with the installation of the Building Block extension providing dedicated facilities for electrical training as well as classroom and learning spaces.

Our staff have been at the forefront of leading our services, developing new and exciting projects to support local people and have once again shown strength, determination and resilience.

Worcester Community Trust
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The cost-of-living crisis has been a cause for concern not only for us as an organisation but also to our communities who have faced struggles with the increased costs of food and fuel. As such all of our community hubs were set up as warm spaces over the winter providing warm, accessible spaces for local people to access as well as developing, in partnership with others, community kitchens for residents to access free or low cost meals and 2 community pantries where food that would otherwise go to waste was made available for local people.

WCT have built new relationships with a range of partners, that has assisted in enhancing our existing services, enables the charity to create new opportunities and also increased access to community-based services for our residents.

Your support in numbers

WCT has supported residents across the whole of Worcester City and also across South Worcestershire in relation to the DAWN project. We have supported 2053 directly in 2022/23 through our different projects, not including the many hundreds of local people who have accessed our community activities and events such as community trips, summer fayres, easter, half term and Christmas activities, Christmas pantomimes, community kitchens, pantries, and warm hubs.

Report from CEO

This year has been a year of continued success and continued challenges. As the world moved out of the Covid response it found itself moving into the context of rising inflation with a resulting cost of living crisis. This meant the people we work with who already face the consequences of high levels of inequality, a healthcare system struggling with rising demands and energy crisis that affected both business and individuals alike made for the backdrop of the financial year of 2022-23. The organisation now manages 6 centres (plus 1 unit) and is delivering 12 services to support the people of Worcester and beyond. We have a local team of over 60 people all bringing with them a diverse range of experience, knowledge, and skills. Financially it has been a very stable year, with the small deficit relating to the delivery of projects and funds that were delayed or hindered by the pandemic in 2021-22.

It was also a year of transition; we said goodbye to long term members of staff Chris Heywood who diligently managed the Facilities and Customer services aspect of WCT and Tracey Chance who since the formation of WCT has safeguarded the organisations finances as the Director of Finance and Resources. Alongside this Ruth Heywood, who for the past 3 years as CEO has led WCT through the challenging waters of Covid has moved on to another local charity. This has opened up new opportunities bringing in Jon Newey as the CEO, with a background in community engagement, developing social enterprises and managing community buildings, Mary-Jane Bayliss as Director of Finance with a wide ranging of experience of managing HR and Finance for a range of charities big and small and Ross Style who through progressing through the ranks of Tesco from local store to national management all bring in new skills, experience and energy to support the WCT and the people who the organisation supports.

We have implemented continued professional development for staff, putting in place mandatory training programmes for all employees working with the trust as well as supporting individuals' own goals and wider organisational needs. Our new Finance Director has implemented new systems for financial forecasting, project budget management and funding monitoring and we look to next year to continue our work in creating more sustainable practices through the implementation of a Social Impact Monitoring System.

After 6 years, the Building Better Opportunity (BBO), job coaching project has come to an end. This went out on a high with WCT's BBO team being best in class in reaching outcomes for its clients. With the rising need of continued health and economic support, the legacy of this project is now a lottery funded 'Wellbeing Job Clubs' and Debt and Welfare support workers funded through Cadent Gas. Our Re-empowerment 'Joy' has come to an end of a 3-year project, but we have found further support and expansion into countywide delivery through Public Health support. Both Joy and Dawn (our Domestic Abuse Support Service) are well subscribed, and through the next financial year both will look to expand into Male focused services. Building Block has now moved under the Skills and Training department, which Helen Davis is the Director. This department and our buildings will see a £1.9m investment from the Town Fund in the next financial years, increasing the space to deliver training and building a second Building Block in Dines Green. We will seek to expand on this work over the coming years building relationships with training

Worcester Community Trust
Trustees' Report
Year Ended 31 March 2023

providers, the construction industry and the DWP to support more people access better training and therefore economic opportunities.

Tackling loneliness and isolation and keeping people connected or reconnecting them after the lockdowns is still a key priority of WCT. Across all projects, we seek to embed a Strength based approach, looking to people's assets, skills, relationships and building on those instead of focusing on the problems or deficits. Community Connectors, funded by the Lottery. We have sought further funding via the shared prosperity fund to recruit some Asset Based Community Development (ABCD) Community Builders, to help support people to voice and then affect changes or delivery activities they want to see in their areas.

WCT staff took part in a third annual staff satisfaction and staff responded very positively with WCT being seen as a good place to work that is supportive and committed to its employees.

Against the backdrop of the challenges, 2022-23 has been a successful year, building on many of the opportunities and direction of the previous staff whilst bringing a new set of skills, experiences, motivations and ideas. We look forward to 2023 as we continue to strengthen and develop WCT to be of further benefit to the people of Worcester and the wider county.

WCT Services

WCT continues to develop and deliver community-based services to meet the demands of our local communities. The following map represents residents across Worcester City who have accessed our services over the past 12 months. Following a concerted effort to engage partners and communities and the successful awarding of countywide contracts across the whole city and now taking our more specialised services such as Joy and Dawn to supporting people countywide.

Youth & Community

After school clubs for 5-10 years continued to run in 5 of our hubs thanks to funding received from the Laslett's charity and Awards for All. We have continued to receive support from Freedom Leisure and Warriors Community Foundation who have provided free sports and activities as well as delivering arts & crafts, cooking and games.

Open access youth delivery took place across all 6 hubs with KGV focusing on football delivery for 11-18yrs. At Horizon Boys group the creation of a youth council has empowered the young people to develop social action projects including fundraising, delivering sessions for younger members and carry out community activities to build a positive relationship with local residents. This project has been supported by #Iwill through Worcestershire Community foundation and will continue into the next financial year.

As part of a consortium led by Young Solutions we were successful in securing funding through the National lottery Community fund for a 3 year Youthscape project providing open access youth, outreach and detached work and targeted youth and life skills support. This project will run until September 2025.

Community activities have once again proved popular with local residents. Family & communities fun days have taken place at Ronkswood, Warndon, Tolly, Horizon and Dines Green along with a range of events and community trips during easter, summer and Christmas. Many of these events have been supported by local councillors, Platform housing, Worcester Play Council and Freedom Leisure.

The artificial pitch surface was replaced at KGV and alongside the installation of an artificial cricket wicket the site remains popular for community sport activities.

TARGETED SUPPORT

DAWN- Domestic Abuse Specialist support

DAWN provides a domestic abuse service tailored to the needs of the individual, with an emphasis on individual bespoke support. This support starts with a risk assessment, safety planning and the co-development of an action

Worcester Community Trust
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plan. The action plan can include reporting incidents to the police, liaising with DARO and SNT teams and referrals to MARAC. It could also include exploring all safe housing options, accessing legal advice, support at court with both criminal and civil proceedings, benefits support, debt support and referrals to specialist agencies. DAWN also provides support at social care meetings and conferences, support through safeguarding plans and processes, support with Cafcass and child contact, and support in accessing appropriate education and care for children who have been affected by domestic violence and abuse. We also provide the Freedom programme one to one and in a group setting.

Nationally there were over 1.5 million reported cases of domestic abuse related incidents in the year ending March 2022, an increase of 7.7% on the previous year. Statistics also show that 1 in 4 women, 1 in 5 children and 1 in 6 men will experience domestic abuse in their lifetime. We have witnessed this first hand with an increase in the number of referrals into DAWN from 21/22 to 22/23. The year ending March 23 has come with its challenges including a temporary closure of the waiting list in order to provide the best possible support to those already in the system as well as a number of successes including increasing the team to 10 members including a Project Manager, 4 specialist Project Workers, 2 community Engagement Workers, 2 Community Outreach Workers and 1 Group Freedom Facilitator. Funding from Ministry of Justice and West Mercia Women's Aid has facilitated this increase in staffing levels.

Through the WMWA funding we have been able to expand support across the whole county by recruiting 2 Community Engagement workers to cover both North and South Worcestershire recruiting 18 new DA champions and re-enrolling a further 11.

In the past year DAWN supported 333 service users, an increase of 12% on the previous year. 359 children were reported to be living safer lives, 198 clients left an unsafe relationship, and 149 clients completed the Freedom programme in a group or 121 setting.

WELLBEING SERVICES

The JOY Project

Our National Lottery Community Fund funding came to an end in December 2022. To celebrate the success of the project the JOY team held a graduation ceremony with 40 participants all receiving awards and recognising their contribution to the project. Awards were given out for Volunteering, enhanced volunteering, going over and above and general participation in the project. The event was attended by a National Lottery Community Fund grants Officer which was a nice way to showcase the difference this project made to some of those women who were involved.

A grant from Active Herefordshire & Worcestershire enabled a women's only fitness project to be delivered focused predominantly of Asian women. The project ran for 25 weeks and delivered Yoga & Zumba. The project was attended by 60 women of which 76% were of Asian ethnicity.

Throughout the year the team delivered a number of courses in Moodmaster and Nutrition & Mental Health. Over 40 women attended accredited and non-accredited training and 4 have gone on to employment opportunities within the Trust. JOY also delivered termly informal talks inviting in professional or women of interest (speciality subjects) to help destigmatise statutory services. Other activities included, for the first time since the Covid pandemic, day trips to The German Christmas Market and Barry Island – this was especially poignant as many of the women and children had never visited the seaside before.

The new Public Health BRR project mobilisation commenced in January 2023 which included recruitment of staff, development of countywide partnerships and venue identification and liaison ready for an April 2023 launch.

Community Connectors

Throughout the year, 165 local people accessed the Community Connectors Project through targeted, group and 121 sessions, an increase of 74% on the previous year. 97% of all participants took part in some form of formal and informal training including food hygiene, informal skills learning and guest speaker sessions as well as Moodmaster

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to support mental health & wellbeing. The project also benefited from over 1600 volunteer hours from volunteers taking on a variety of roles within sessions.

New projects established this year included a social@60 group in partnership with St Peters Parish Council and a Social@60 group in St Johns funded through city councillor funding, both projects helping to provide activities and support where otherwise opportunities were limited.

The Gardening for Wellbeing club, linked to Worcestershire Wildlife Trust, developed a wildflower garden as part of a new wildflower belt across the city and through a partnership with Platform housing we ran IT for the terrified to help reduce digital exclusion experienced by our clients.

To help address the cost-of-living crisis and to increase sustainability of second hand clothes the team ran a winter cost sale selling on donated winter wear at low cost. This raised £120 and went towards Christmas care packages for vulnerable clients.

The PLUS Service

2022/23 was the 3rd year of delivery on the PLUS project. Due to the success, the project has been commissioned for another year countywide so we will continue to provide support to those experiencing loneliness and Isolation into 23/24. This service continues to provide vital support to those over 18 years experiencing loneliness and we have supported 98 clients in the past 12 months.

Snack & Chat

Snack & Chat provides a healthy, freshly prepared 2 course meal and social opportunity for people over the age of 50 who are experiencing loneliness and isolation. It still remains one of our most popular services and the project plays a vital role in combating social isolation and loneliness, both for people living alone and those living with others. Living alone is a key indicator of social isolation and potential loneliness and especially affects older people - social interaction with others has been proven to improve the quality of life for older people, keeps them well and connected to others.

With the clearer understanding of the impact of the covid pandemic on mental health and isolation, and with the community demonstrating increased confidence to engage in local activities (identified through increased numbers at sessions during 2021-2022), the Snack and Chat project has seen a marked increase in new clients and guests, rising from 70 regularly engaged clients in April 2022, to 139 as of December 2022. 66% of Snack and Chat clients report as living alone – a proportion of these clients were also affected by bereavement during the pandemic. Living alone is a key indicator of social isolation and potential loneliness and especially affects older people. Many of the clients have stated that the weekly visit allows them to have a structure to their week, reduce their feelings of loneliness and improve their health with a hot and healthy dinner and wellbeing activities. In 2022/23 2911 meals were served – an increase of 67% on the previous year.

Alongside Snack & Chat we have also provide seated exercise classes run by Active Always at Dines Green and Ronkswood. These classes help participants with their strength and balance enabling them to stay mobile in their later years. 100% of the 55 participants were over the age of 65.

SKILLS & TRAINING

This pillar of development for WCT, has seen some exciting developments over the past 12 months, led by our Director of Skills and Training.

WCT has secured £173,000 over 2 years of additional funds to deliver a project that has been funded by Cadent Gas to help support people with Debt, Benefits, Fuel and Carbon Monoxide awareness. This has allowed us to employ 2 dedicated staff members to support this project.

Our 6 year Building Better Opportunities project, which employed 4 job coaches, came to an end in March 2023 which over the duration of the project achieved some fantastic results:

Worcester Community Trust
Trustees' Report
Year Ended 31 March 2023

- 366 total participants engaged
- 99 participants who moved into education or training
- 89 moved into employment including self-employment
- 63 economically inactive and moved into job searching
- 251 achieved a positive outcome of work, education or job searching
- 89 of those who have achieved a positive outcome, have moved into work

Profile of WCT Participants

- 209 Lived in jobless household
- 188 Had a disability
- 149 Lack basic skills
- 325 Were long term unemployed prior to starting on project (6m+)

We have been successfully awarded a Reaching Community National Lottery Grant of £433,000 over 4 years which will be mobilised in April 2023 which will help to replace the BBO project and continue to support local people to access specialist support. The main focus of this project is to deliver weekly wellbeing job clubs to improve mental health and wellbeing and confidence to help residents closer to the job market.

HOW college continue to deliver community course in our hubs and in 2022/23 380 participants attended those courses

The Accelerated Towns Fund project is near completion at our Building Block in Warndon. We now have additional space to deliver Electrical training and additional training rooms. We are just in the final stage of the landscaping and this will enable us to start to deliver from the extension. The focus for the Building Block is to offer paid courses to DIYers but also to have a focus on businesses to be able to upskill their workforce. The other delivery focus for the building is to be able to offer courses to local residents that are on furthest away from the job market.

The main Towns Fund investment is also now underway with architects being appointed by Worcester City Council. This will enable our hubs to enhance training suites at all hubs, creating more up to date, fit for purpose facilities to deliver support and hire the space to external training providers, increasing our outcomes and also letting income. This fund will also see another Building Block in Dines Green, this Building Block will focus its training on Green Skills. Again with the focus as above with regards to courses.

Volunteering has been embedded into this pillar in the strategic structure, allowing there to be a streamlined implementation of the recruitment, induction and retainment of volunteers across all services. A new internal training program for staff and volunteers has been developed as part of our commitment to personal and professional development including opportunities for staff to increase their skills in staff training. We now have an e-learning platform that staff can complete their mandatory training and this is also on offer to volunteers who wish to increase their knowledge in, Safeguarding, first aid and food hygiene just to name a few. In 2022/23 we benefitted from over 6900 hours of volunteer time across all projects which equates to a contribution to the organisation of £94,530 (source: Power to Change – Assessing the value of volunteers in community business)

BUSINESS DEVELOPMENT

Having been curtailed by the Covid Pandemic we were delighted that in September 2022 the Worcester Music festival came back after a 2-year absence and we were the Charity of the Year. From manning a stand in the Cathedral square as part of the festival, to supporting the festival fundraising team around the venues in the city the event raised £3,367. Through ongoing charitable events with RGS The Grange that spanned 21/22 and 22/23 an additional £500 through an Easter sponsored walk and participation on the WCT fun Run. The DAWN project was supported by Sparkles WI through fundraising £261 and Black Pear Joggers raised funds for us as their Charity of the Year. In total £46,338 was raised through fundraising activities in 22/23, 115% of the original fundraising target.

The development of warm spaces in all 6 hubs, Community fridges/pantries at Ronkswood and Tolly and community kitchens in Warndon and Tolly have helped to build links with the local community and build and maintain ongoing

Worcester Community Trust
Trustees' Report
Year Ended 31 March 2023

partnerships and relationships with local councillors, Worcester Grassroots Alliance and Warndon community Church.

The Hubs have been busy over the past year with bookings close to pre-pandemic levels. Room hire income continued to bounce back and exceeded its income target for the first time in 3 years. We developed long standing relationships with a number of new hirers welcoming in Cardiac rehabilitation classes through the NHS, the development of a community café by Hope Church in the DG Den and Diabetic prevention clinics.

The profile of WCT continues to increase online with increased visibility across all social media accounts. Facebook continues to be WCT's main platform for engaging with the local community, communicating the work of the Trust and opportunities to get involved with a 10% increase in followers. A new WCT website has been developed over the past 12 months and is due for launch in May 2023.

In 2022/23 £1.7mill was applied for through grants, tenders and contracts of which 68% of applications were successful.

Collaborations and Partnerships

WCT has developed relationships with a range of new partners this year. WCT could not have delivered and achieved what we have without working collaboratively and innovatively with our colleagues and partners across the County and beyond:

Cranstoun	RGS The Grange
Action 4 Children	Simply Limitless
Active Always	South Worcestershire Healthcare
Active Herefordshire & Worcestershire	St Josephs Primary School
Age UK	St Peters Parish Council
Aspies Worcester	Sugar Daddies Worcester
CAB	Suicide Prevention team WCC
Cadent Gas	Supermarket Community Champions (ASDA/Tesco)
Community Builders	Sutton Croft
Community Housing	The Cube Malvern
Cranham Drive Primary School	The Elm Foundation
Crave Arts	The Needleworks Foundation
Crisis & HTT	The Octagon Malvern
DWP	The Sandycroft Centre
Families First	The WORD Association
Foodbank	University of Worcester
Freedom Leisure	Wallace House Community Centre Evesham
GP Surgeries	Warriors Community Foundation
Healthwatch	West Mercia Women's Aid
Healthy Minds	West Mercia Rape and Sexual Abuse Centre
HOW College	Women in Prison UK
JOB Coaches	Worcester City Council
King's School Worcester	Worcester City Primary Care network
Lasletts Charity	Worcester Food Bank
Local Councillors	Worcester Municipals Charities
Maggs day Centre	Worcester Muslim Welfare Society
Malvern Town Council	Worcester Wheels
Museum of Royal Worcester	Worcestershire community foundation
Onside Social Prescribers & Lifestyle advisors	Worcestershire County Council
Other WCT projects, e.g JOY/ DAWN	Worcestershire Cricket Board
Out2gether	Worcestershire Wildlife Trust
Perryfield Community Association	Young Enterprise
Platform Housing	Young Solutions
Ready, Steady, Worcestershire	

Our Funders and Supporters

WCT would like to share our deepest thanks to all our supporters over the past 12 months. This year we have developed new relationships with new funders and our local business community has been extremely generous in their support and donations. Thank you to the following:

Active Herefordshire & Worcestershire - physical activity projects
Aldi Winter Fund
Black Pear Joggers
Cadent Gas - Debt & Welfare support
Co-op – ongoing support and donations of food
Department of Work & Pensions
Ecclesiastical General funding
Henry Smith Charity - Holiday grant
Lasletts Charities - After School Clubs
National Lottery Community Fund - Community Connectors & JOY
Onside Ltd – Delivery of the PLUS project
Platform housing
Sparkles WI
St Martin's United Charities - Grant towards Horizon Youth
St Peters Parish Council - Social @ 60 group
Sutton Croft - Holiday Activity & Food programme
The Community Housing Group - BBO
West Mercia Police & Crime Commissioner - DAWN
Western Power Distribution - Kids eat free
Women in Prison - Creating community connections
Worcester City Council - Management Grant
Worcester City Council - Councillors funding
Worcester Municipals Charity - Consolidated funding for Youth and Play support
Worcester Music Festival
Worcestershire Community Foundation = #Iwill
Worcestershire County Council - DAWN/ Positive Activities
Worcestershire County Councillors funding
Young Solutions- Youthscape

**Worcester Community Trust
Trustees' Report
Year Ended 31 March 2023**

Financial review

Financial Review

The main contributor to unrestricted funds this year has been a contribution of grants and lettings income. Lettings income has increased from £227,785 in 2022 to £250,299 in 2023. The trust has developed a lettings income policy to maximise future lettings income. The trusts financial subcommittee meet on a monthly basis to review and monitor the funds analysis.

Our unrestricted funds have increased to £547,710 in 2022- from £424,752 in 2021. Restricted funds show a surplus of £181,224 which can be explained by receiving funding to deliver enhanced and new services including an expansion to DAWN, Community Connectors, and the new PLUS service.

Whilst the level of unrestricted reserves has increased, the charity is still operating in delicate times. Ongoing quarterly meetings to monitor scenarios and reassess spend will occur.

Investment policy and objectives

Although reserves have increased the charity does not have a formalised investment policy – this will be developed in 23-24 and the level of funds looking to be invested will be determined through the Financial and resources sub – committee. Currently the charity holds a number of deposit bank accounts to spread the risk in respect of the government guarantee scheme, whilst offering an improved return.

Reserves policy

Worcester Community Trust 22/23 accounts show unrestricted reserves at the end of March 2023 of £547,710, and as expected these are more in line with 4 months expenditure cost and redundancy costs of £518,512.

In 2022/23 we invested in more core staff to support the increasing number of funded projects we are delivering and also some investment has been made within our community buildings. We expect the reserves to stay steady during the financial year 2023/24 following investments in additional staff as mentioned above whilst developing more income from unrestricted activities.

Going Concern

At the date of approving these financial statements the Trustee's believe the charity to be a going concern and management accounts are being prepared on a monthly basis to monitor the charities reserves position to ensure this is appropriate.

Fund-raising standards information

The charity does not undertake any significant public fundraising activities however our trustees and management have been made aware of the relevant regulations and code of funding raising practice and we are registered with the fundraising regulator.

**Worcester Community Trust
Trustees' Report
Year Ended 31 March 2023**

Trustees' responsibilities

The trustees, who are also directors of the charity for the purposes of company law, are responsible for preparing the Trustees' Annual 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 period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- 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;
- 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein, in our capacity as company directors, on and signed on the board's behalf by:



Bridget Brickley Chair of Trustees

**Worcester Community Trust
Independent Auditor's Report
Year Ended 31 March 2023**

Opinion

We have audited the financial statements of Worcester Community Trust (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, cash flow statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

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

There is an inherent risk that our audit will not detect all irregularities, including those resulting in material misstatement in the financial statements or non-compliance with regulation. This risk is greater in respect of fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

Together with our detailed transaction testing, we assessed the risk of material misstatement as a result of fraud by making direct enquiries with management. We did not identify any significant fraud risk factors.

The trust has secured additional grant contracts and donations which increases the risk of irregularities in terms of expenditure allocation and ensuring funds are spent in accordance with the grant contracts and are within the charity's objectives/purpose. Added to this are the current pressures on costs, the increase in utility costs are likely to impact future years significantly and this must be considered within the going concern assumption. All of the above have been considered throughout our enquiries with management and our audit testing.

Worcester Community Trust
Independent Auditor's Report
Year Ended 31 March 2023
Income

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

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

RD Accounting Ltd.

RD Accounting Limited (Statutory Auditor)
Chartered Certified Accountants
12C Two Locks
Hurst Business Park
Brierley Hill
DY5 1UU

Date: *28/09/2023*

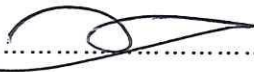
Worcester Community Trust
Statement of Financial Activities (Including Income & Expenditure Account)
Year Ended 31 March 2023

		Unrestricted funds	Restricted funds	2023 Total	2022 Total
	Note	£	£	£	£
Income and endowments from:					
Donations and legacies	3	31,517	7,148	38,665	51,391
Charitable activities	4	148,563	988,979	1,137,542	1,038,844
Bank interest received		1,830	-	1,830	51
Other trading activities	5	346,797	262	347,059	316,809
Other income	6	-	-	-	86,684
Total		528,707	996,389	1,525,096	1,493,779
Expenditure on:					
Charitable activities	7	(504,095)	(1,051,639)	(1,555,734)	(1,322,784)
Net income / (expenditure)		24,612	(55,250)	(30,638)	170,995
Transfers between funds:					
Transfers between funds	20	64,930	(64,930)	-	-
Net movement in funds	17	89,542	(120,180)	(30,638)	170,995
Reconciliation of funds:					
Total funds brought forward	17	458,168	301,404	759,572	588,577
Total funds carried forward	17	547,710	181,224	728,934	759,572

Worcester Community Trust
 Balance Sheet
 Year Ended 31 March 2023

	Note	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Fixed assets					
Tangible assets	12	<u>7,020</u>	<u>-</u>	<u>7,020</u>	<u>-</u>
Current assets					
Debtors	13	23,590	95,800	119,390	156,110
Cash at bank and in hand		<u>554,386</u>	<u>246,734</u>	<u>801,120</u>	<u>702,233</u>
		577,976	342,534	920,510	858,343
Creditors: amounts falling due within one year	14	<u>(37,287)</u>	<u>(161,309)</u>	<u>(198,596)</u>	<u>(98,771)</u>
Net current assets / (liabilities)		<u>540,689</u>	<u>181,225</u>	<u>721,914</u>	<u>759,572</u>
Total assets less current liabilities		<u>547,709</u>	<u>181,225</u>	<u>728,934</u>	<u>759,572</u>
Net assets / (liabilities)		<u>547,709</u>	<u>181,225</u>	<u>728,934</u>	<u>759,572</u>
Charity Funds					
Restricted funds	17			181,225	301,404
Unrestricted funds	17			547,709	458,168
Total charity funds	17			<u>728,934</u>	<u>759,572</u>

The financial statements were approved by the Board of Trustees on 28/09/2023 and were signed on its behalf by:



Bridget Bickley – Trustee



Daniel Spears - Trustee

Worcester Community Trust
Cash Flow Statement
Year Ended 31 March 2023

	2023 £	2022 £
Cash flow from operating activities		
Cash generated from operations	108,247	60,394
Net cash flow from operating activities	<u>108,247</u>	<u>60,394</u>
Cash flow from investing activities		
Payments to acquire intangible fixed assets	(9,360)	
	<u>(9,360)</u>	<u>-</u>
Net increase in cash and cash equivalents	98,887	60,394
Cash and cash equivalents at the start of the reporting period	702,233	641,839
Cash and cash equivalents at the end of the reporting period	<u>801,120</u>	<u>702,233</u>

Reconciliation of net income/(Expenditure) to net cash flow from operating activities:-

	2023 £	2022 £
Net income/(Expenditure) for the reporting period (as per the statement of financial activities)	(30,638)	170,995
Adjustments for:		
Depreciation charges	2,340	-
(Increase) / decrease in debtors	36,720	(106,652)
Increase / (decrease) in creditors	99,825	(3,949)
Increase / (decrease) in provisions	-	-
Net cash provided by (and used in) from operating activities	<u>108,247</u>	<u>60,394</u>

1 COMPANY INFORMATION

The charity is a company limited by guarantee. The members of the company are the Trustees named in the Report of the Trustees. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements.

2 ACCOUNTING POLICIES

BASIS OF PREPARATION

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

INCOME RECOGNITION

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Income received in respect of renting the charities facilities is recognised as income once the event has taken place. Grants are recognised when entitlement, certainty and measurement conditions have been met. Donations are included as and when received.

EXPENDITURE RECOGNITION

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

SUPPORT COSTS ALLOCATION

Most expenditure is allocated directly to the fund to which it relates. General overheads are recharged to funds via a management fee which is determined by the trustees, dependent on the project.

TAX

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

TANGIBLE FIXED ASSETS

Tangible fixed assets are stated at cost less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended. Assets with a value of less than £1,000 are not capitalised.

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

Fixtures and fittings	25% on cost
-----------------------	-------------

2 ACCOUNTING POLICIES – continued

DEBTORS RECEIVABLE AND CREDITORS PAYABLE WITHIN ONE YEAR

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure. The charity does not hold any complex financial instruments.

CASH & INVESTMENTS

Any cash held in bank accounts that is accessible within one month is not considered to be an investment and is therefore recognized as cash on the balance sheet.

LEASES

Rentals payable and receivable under operating leases are charged to the Sofa on a straight-line basis over the period of the lease.

EMPLOYEE BENEFITS

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

DONATED GOODS, FACILITIES OR SERVICES

Donated professional services and donated facilities are recognized as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognized and refer to the trustees' annual report for more information about their contribution.

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

The trustees consider that the rental market value of the community centers and other properties provided to the charity at a peppercorn rent cannot be measured accurately due to their unique purpose and locations. There are therefore no donated facilities transactions recognized in respect of these facilities. Please see the trustees report for further details.

FUNDS

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

GOING CONCERN

Please refer to the going concern note in the report of trustees on page 5.

3 INCOME FROM DONATIONS AND LEGACIES

	2023	2022
	£	£
General donations	14,326	26,898
Just Giving - Various	2,397	10,914
Worcestershire Ambassadors	-	2,105
Co-Operative Ronkswood Donation	1,176	1,474
Weston Garfield	-	5,000
Stoford Properties Ltd	-	5,000
Laslett's (Hinton) Charity	4,500	-
Platform Housing	4,832	-
Worcester Music Festival	2,200	-
Simon Azzopardi - Fairshare	1,700	-
Holy Trinity and St Matthews Church	1,250	-
Arnold Clarke	1,000	-
St Mark in Cherry Orchard Church	1,000	-
Tolladine Mission	4,284	-
	<u>38,665</u>	<u>51,391</u>

4 INCOME FROM CHARITABLE ACTIVITIES

Charitable activities income is wholly made up of grants and service contracts, broken down as follows: -

	2023	2022
	£	£
A and E Clarke Charitable Trust – various	-	10,000
Active Herefordshire & Worcestershire	7,500	-
Big Lottery - Awards for all After school clubs	10,000	-
Big Lottery - Community Connectors	126,524	115,824
Big Lottery - Job Coaching	144,668	122,033
Big Lottery - JOY	14,187	56,801
CADENT - Centres For Warmth Project	29,097	-
Community First (Digital Access group)	-	2,200
Community Housing Group - Community Renewal	56,550	50,450
County Councillors funding - Coffee & cake for Bedwardine Ward	5,500	-
Laslett's (Hinton) Charity	760	9,000
Onside Ltd - PLUS Loneliness Project	28,280	36,772
Peoples Health Trust	-	2,360
Platform Housing Group	1,150	3,240
Sanctuary Group - Snack and Chat	-	4,000
Sutton Croft Ltd - Playschemes	45,727	55,542
The Henry Smith Charity - Holiday grant	1,420	-
The Worcester Consolidated Municipal Charity	15,007	33,670
West Mercia Police & Crime Commissioner - DAWN	43,772	-
West Mercia Womens Aid Federation - DAWN	36,581	-
Western Power distribution - Holiday Hunger Fund	2,500	-
WIPUK (Women in Prison UK) - JOY	3,000	-
Worcester City Council - Vaccine volunteer	250	-
Worcester City Council - ABCD Funding	53,852	29,481
Worcester City Council - Building Block Salary funding	10,000	15,000
Worcester City Council - Community Fridge	2,574	-
Worcester City Council - Crisis Pot	4,894	-
Worcester City Council - IWILL	5,000	-
Worcester City Council - Management Grant	79,180	76,680
Worcester City Council - Youth Consultation	2,000	-
Worcester City Council - Towns Fund	50,000	-
Worcester City/County Council - DAWN	162,915	205,636
Worcester Councillor's Grants / Funding	12,084	14,423
Worcester County Council - Loneliness funding	-	49,489
Worcester County Council - Youth/Positive activities	97,936	80,670
Worcestershire Community Foundation - After School Clubs	-	11,800
Worcestershire County Council - Youth Voice Focus Groups	2,000	-
Worcestershire County Council - JOY	66,167	38,181
Worcestershire County Council - Small Measures	5,000	-
Young Enterprise - Youth Worker	1,000	-
Young Solutions – Play / Youthscape project	-	19,993
Young Solutions - Youthscape	10,467	-
	<u>1,137,543</u>	<u>1,038,844</u>

5 INCOME FROM OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Room Hire	250,299	227,785
Subscriptions and Activities	96,760	89,024
	<u>347,059</u>	<u>316,809</u>

6 OTHER INCOME

	2023	2022
	£	£
HMRC COVID Job Retention Scheme (Furlough)	-	6,683
Council Premises Grants (COVID Restrictions)	-	80,001
	<u>-</u>	<u>86,684</u>

7 EXPENDITURE

All expenditure is undertaken for charitable purposes and is summarised as follows:

	2023	2022
	£	£
Premises costs	113,600	127,526
Staff costs (including training / consultants)	1,127,596	942,094
Direct costs of activities	202,375	144,915
Grant Repayment	-	6,146
Professional fees	12,795	11,548
Depreciation	2,340	-
Fees, Licences & Insurance	35,928	33,798
IT, Telephone & Office costs	61,100	56,757
	<u>1,555,734</u>	<u>1,322,784</u>

Expenditure allocated by fund is shown in note 16.

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2023

8 NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging:

	2023 £	2022 £
Depreciation – owned assets	<u>2,340</u>	<u>-</u>

9 AUDITOR'S REMUNERATION

Fees payable to the charity's auditor for the audit of the charity's annual accounts is £4,500 (2022: £3,900) and preparation of management accounts, payroll and general support/meetings of £7,648 (2022 - £7,648).

10 TRUSTEES REMUNERATION AND BENEFITS

The trustees neither received nor waived any remuneration or other benefits during the year ending 31 March 2023 (2022: £Nil)

TRUSTEES EXPENSES

There were no trustees' expenses paid for the year ending 31 March 2023 (2022: £Nil)

11 STAFF COSTS

The average monthly number of employees throughout the year was 69 (2022: 51).
The average full-time equivalent throughout the year was estimated to be 37 (2022: 33)

The total staff costs and employee benefits were as follows:

	2023 £	2022 £
Wages and salaries	1,006,745	831,827
Employer National Insurance	74,735	58,816
Employer Pension costs	17,357	13,514
	<u>1,098,837</u>	<u>904,157</u>

The above pension costs represent the total employer contributions into defined contribution schemes for the year.

Total remuneration paid to key management personnel during the year was £141,994 (2022: £125,769). This excludes employers pension contributions. Employers pension contributions paid to key management personnel during the year was £1,585 (2022: £2,576)

No employees received total employee benefits of more than £60,000.

12 TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2022	133,115
Additions	9,360
Disposals	-
At 31 March 2023	<u>142,475</u>
DEPRECIATION	
At 1 April 2022	133,115
Charge for the year	2,340
Eliminated on disposals	-
At 31 March 2023	<u>135,455</u>
NET BOOK VALUE	
At 31 March 2023	<u>7,020</u>
At 31 March 2022	<u>-</u>

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2023

13 DEBTORS

	2023	2022
	£	£
Trade Debtors	112,570	145,598
Prepayments and accrued income	1,820	10,512
Other tax and social security	5,000	-
	<u>119,390</u>	<u>156,110</u>

14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	18,770	28,672
Other tax and social security	-	15,002
Deferred income	160,071	36,359
Accrued expenses	19,755	18,738
	<u>198,596</u>	<u>98,771</u>

15 DEFERRED INCOME

	2023 £	2022 £
Brought forward	36,359	60,550
Received during the year	364,848	413,837
Amounts released to income	(241,136)	(438,028)
Carried forward	<u>160,071</u>	<u>36,359</u>

Incoming resources are deferred in accordance with section 5.24 of the Statement of Recommended Practice (FRS102) whereby income is subject to performance-related condition.

The above relates to Cadent (£145,487), Big Lottery Community Connectors (£9,218) and PLUS Loneliness (£2,357) restricted funds and Room Hire (£3,009) unrestricted funds.

16 LEASES

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2023 £	2022 £
Not later than one year	-	-
Later than one and not later than five years	-	-
	<u>-</u>	<u>-</u>

The Trust leases the following properties in order to carry out its purposes:

- The Tolladine Community Centre
- The Horizon Community Centre
- The Wardon Community Centre
- The KVG Community Centre
- The Ronkswood Community Centre
- The Green Centre
- Dines Green Youth and Community Café (DG Den)

The Trust currently rents these properties for £1 per annum. The 2023/24 annual budgeted service charge payable is £24,000 per annum across all centres.

Each lease commenced on 1 October 2010, apart from DG Den which commenced in 2015, all for a term of 30 years.

17 MOVEMENT IN FUNDS

Unrestricted funds

	Balance at 1 April 2022	Income	Expenditure	Transfers	Balance at 31 March 2023
	£	£	£	£	£
Unrestricted	458,168	528,706	(504,095)	64,930	547,709
	<u>458,168</u>	<u>528,706</u>	<u>(504,095)</u>	<u>64,930</u>	<u>547,709</u>

Restricted funds

	Balance at 1 April 2022	Income	Expenditure	Transfers	Balance at 31 March 2023
	£	£	£	£	£
DAWN	85,937	246,433	(313,638)	-	18,732
Community Connectors	30,480	129,930	(143,570)	(7,750)	9,090
Youth and Play (formerly Playscheme)	48,985	69,289	(73,661)	(41,169)	3,444
JOY (formerly ASHA)	44,470	87,692	(93,202)	(2,621)	36,339
Job Coach	-	142,830	(146,038)	3,208	-
After School Clubs	2,108	15,545	(17,246)	-	407
Snack and Chat Salaries	4,063	10,306	(20,620)	6,251	-
Way Outreach work	6,330	-	(6,330)	-	-
My Home Helper	1,000	-	-	(1,000)	-
Sports Partnership Grant	185	-	(185)	-	-
Loneliness Project	25,025	28,571	(56,191)	2,595	-
Homework Club Horizon	1,353	-	(1,353)	-	-
Community Renewal Fund	49,468	56,550	(63,468)	(9,360)	33,190
Living Room project	2,000	-	-	(2,000)	-
Bedwardine and Battenhall Coffee Mornings	-	4,500	(190)	-	4,310
Holiday Hunger (Western Power Distribution)	-	3,100	(2,293)	-	807
Positive Activities	-	97,936	(70,524)	-	27,412
Youthscape	-	10,467	-	-	10,467
CADENT	-	29,097	(70)	-	29,027
Crisis Fund	-	4,894	(4,894)	-	-
Small Measures	-	4,250	-	-	4,250
IWILL	-	5,000	(1,250)	-	3,750
Towns Fund	-	50,000	(36,916)	(13,084)	-
	<u>301,404</u>	<u>996,390</u>	<u>(1,051,639)</u>	<u>(64,930)</u>	<u>181,225</u>
TOTAL FUNDS	<u>759,572</u>	<u>1,525,096</u>	<u>(1,555,734)</u>	<u>-</u>	<u>728,934</u>

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2023

17 MOVEMENT IN FUNDS - continued

Unrestricted funds – comparative

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Unrestricted	424,752	711,771	(681,074)	2,719	458,168
	424,752	711,771	(681,074)	2,719	458,168

Restricted funds – comparative

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
DAWN	73,211	207,312	(194,586)	-	85,937
Community Connect	6,896	116,338	(92,754)	-	30,480
Playschemes	24,987	80,363	(56,365)	-	48,985
JOY (formally ASHA)	17,790	99,377	(72,698)	-	44,470
Job Coach	-	122,064	(121,430)	(634)	-
Children in Need (formerly BBC CIN)	12,583	9,350	(19,825)	-	2,108
Loneliness Project	-	37,697	(38,458)	761	-
Clothworkers WFH Equip	2,278	-	(1,792)	(486)	-
Snack and Chat Salaries	12,000	6,000	(13,937)	-	4,063
Way Outreach work	6,330	-	-	-	6,330
My Home Helper	3,200	(2,200)	-	-	1,000
Sports Partnership Grant	4,550	-	(4,365)	-	185
Loneliness Funding Nov 2021 to Mar 2022	-	49,489	(24,464)	-	25,025
Homework Club Horizon	-	1,353	-	-	1,353
Community Renewal Fund	-	50,505	(1,037)	-	49,468
Living Room project	-	2,000	-	-	2,000
Peoples Health Trust	-	2,360	-	(2,360)	-
	163,825	782,008	(641,711)	(2,719)	301,404
TOTAL FUNDS	588,577	1,493,779	(1,322,785)	-	759,572

18 FUND DESCRIPTIONS

DAWN (Domestic Abuse Working Network)

The DAWN project supports women who have experienced or are experiencing domestic abuse in the community. It provides individual support to enable and empower people to make informed decisions to effect their own changes. This year DAWN was funded by the Hopmarket Charity and the Police and Crime Commissioner.

COMMUNITY CONNECTORS

A large-scale project connecting people who are socially isolated, have low level mental health problems or long-term health conditions, to professional services and to each other. Help, support and training is provided in the community to make positive lifestyle changes to improve physical and mental health and wellbeing. This project is funded by Big Lottery, Reaching Communities, from November 2017.

YOUTH AND PLAY (PLAYSCHEMES)

Funding provided to deliver holiday playschemes in our communities. Supported by Worcester Municipal Charities and the Bransford Trust along with other smaller grant funders in this year.

JOY (formerly ASHA)

Funded by the Big Lottery's Reaching Communities program to support vulnerable and disadvantaged women to gain the skills and confidence they need to move into volunteering and employment opportunities.

JOB COACH

Funding provided to employ a job coach under a national scheme called Building Better Opportunities. The scheme has a specific focus on those who are out of work, including those that may be claiming JSA, ESA, Universal Credit or Income Support.

AFTER SCHOOL CLUBS

The grants received from Worcester Municipal Charities and Laslets is to support Children's after school clubs across our centers.

LONELINESS PROJECT

This is the Reconnections project that has run through previous years. This was a pilot and has now been commissioned through Worcestershire County Council (Public Health) to support anyone aged over 18 years.

A pilot project funded through a social investment bond, led by Age UK Herefordshire and Worcestershire, and delivered by a partnership of local volunteers, including WCT leading in Worcester City. The service brings together people's skills and experience from within the community to provide mutual support for older, isolated individuals.

SNACK AND CHAT SALARIES

Separate fund created for payment of the Catering Manager salary, funded by Eveson.

WAY OUTREACH WORK

Funding following closure of WAY towards outreach work with Young people to reduce ASB and homelessness and improve mental wellbeing.

MY HOME HELPER

Staff costs towards project set up for 'My Home Helper', Digital access programme.

SPORTS PARTNERSHIP GRANT

Funding for Line Dancing and chair-based exercise classes.

HOMEWORK CLUB HORIZON

Funding to deliver a targeted homework club for primary age children from the community surrounding our Horizon hub

FUND DESCRIPTIONS CONTUNED....

COMMUNITY RENEWAL FUND

locally based skills training for those furthest away from the labour market, by offering support groups and pathway training for those with barriers to education and employment

LIVING ROOM PROJECT

Funding to set up a community living room project at KGV

BEDWARDINE AND BATTENHALL COFFEE MORNINGS

To set up a coffee morning from a church hall to bring together residents and engage them with WCT services.

HOLIDAY HUNGER (WESTERN POWER DISTRIBUTION)

Support low income households access food through the holidays.

POSITIVE ACTIVITIES

Open Access youth delivery to the young people of Worcester across 6 hubs.

YOUTHSCAPE

Partnership application to increase the provision of support for young people through an offer of outreach, Targeted youth support, open access youth work across Worcestershire.

CADENT

1-1 and Group welfare and energy support to support residents through the cost of living crisis.

CRISIS FUND

£50 Emergency Fund to support people with essentials through the winter of the cost of living crisis. This included food, fuel, support to keep warm or reduce isolation.

SMALL MEASURES

Supporting people to access small items to improve energy efficiency in homes or to help them keep warm through the winter.

IWILL

Increase social action in young people who access our youth provision.

TOWNS FUND

Revenue funding to support the delivery and outcomes of the strategic citywide capital programme to improve access to community skills and qualifications.

19 RELATED PARTY TRANSACTIONS

There were no related party transactions for the year ended 31 March 2023, nor for the year ended 31 March 2022.

20 FUND TRANSFERS

The fund transfer undertaken for the year are explained as follows:

- Community Connectors – (£7,750) – to cover expenditure not allocated in prior years.
- Youth and Play (formerly Playscheme) – (£41,169) - to cover expenditure not allocated in prior years.
- JOY (formally ASHA) – (£2,621) – small adjustment for overheads not allocated.
- Job Coach – £3,208 – to cover overspend not covered by grant provider.
- Snack and Chat Salaries - £6,251 - to cover overspend not covered by grant provider.
- My Home Helper – (£1,000) - to cover expenditure not allocated in prior years.
- Loneliness Project - £2,595 - to cover overspend not covered by grant provider.
- Community Renewal Fund (£9,360) – to cover capital expenditure made
- Living Room project - (£2,000) - to cover expenditure not allocated in prior years.

WORCESTER COMMUNITY TRUST

England & Wales - Charity number 1112342

Accounts

Registered company number: 04722577 (England and Wales)
Registered charity number: 1112342

**Report of the Trustees and
Financial Statements for the Year Ended 31 March 2022
for
Worcester Community Trust**



RD Accounting Limited
Chartered Certified Accountants
12C Two Locks
Hurst Business Park
Brierley Hill
DY5 1UU

Worcester Community Trust
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For the Year Ended 31 March 2022

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**Worcester Community Trust
Trustees' Report
Year Ended 31 March 2022**

Charity registration number	1112342
Company registration number	04722577
Trustees	George William Davidge Claire Louise Thompson Richard Alfred Soper Josephine Constance Hodges David John Pickering – resigned 14/01/2022 Bridget Lee Brickley - Chair Philip Fowler
Registered office	The Green Centre Gresham Road Dines Green Worcester Worcestershire WR2 5QS
Independent Auditor	RD Accounting Limited 12C Two Locks Hurst Business Park Brierley Hill DY5 1UU
Management personnel	CEO – Ruth Heywood Director of Development – Sarah Mackay Director of Operations – Caroline Berry Director of Skills & Training – Helen Davis Customer Service & Hub Team Manager – Christine Heywood Director of Finance – Tracey Chance
Bankers	Lloyds PLC 4 The Cross Worcester Worcestershire WR1 3PY

Worcester Community Trust
Trustees' Report
Year Ended 31 March 2022

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report and the audited financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The charity is constituted as a company limited by guarantee and is, therefore, governed by a memorandum and articles of association (incorporated 3 April 2003). The Articles were amended in March 2010 to define the "area of benefit" as Worcester City.

Objectives and activities

As defined in the Trust's Memorandum and Articles the objects of the charity are:

- i. To promote the benefit of the inhabitants of Worcester City ("The area of Benefit") in line with The Equality Act 2010, without distinction of age, sex, sexual orientation, disability, marriage and civil partnership, gender reassignment, religion or belief, maternity and pregnancy, by associating together with the inhabitants and the local authorities, voluntary or other organisation in a common effort to advance education, relieve poverty and sickness and to provide facilities in the interest of social welfare for recreation and other leisure time occupation with the object of improving the conditions of life for the inhabitants in the area of benefit.
- ii. To establish or secure the establishment of community facilities and to maintain and manage the same whether alone or in cooperation with any local authority or other person or body. Ensuring our work delivers our aims The Trust will be locally driven, owned and controlled thus encouraging a community voice, ownership and democratic participation.

How our activities deliver public benefit

Worcester Community Trust manage 6 community centres in Worcester and run a range of community projects, which aim to change the lives of people every day. The community centres are in the areas which face greatest inequality but offer great facilities for social, leisure and sporting activity for the local community. The community projects we run include youth services, holiday play schemes, lunch clubs and services for older people and those that feel socially isolated, support to those experiencing domestic abuse and skills and training development, including construction skills. Community work is the core of all centres, providing an outlet and 'safe haven' for residents nearby, operated by people they trust and who understand their problems and needs.

The trustees have had regard to the Charities Commission guidance on public benefit.

Measurement of achievements and performance

We measure our achievement and performance by the number of people we reach and those who are involved in activities within their communities. We also use qualitative outcome measurement tools such as Outcome Stars to understand the impact we have on the lives of individuals. Projects also have their own set outcomes as defined with funders, which are assessed on an ongoing basis to ensure projects are on track and delivering.

Executive summary

2021/22 has been a year of rebuilding following the Covid-19 pandemic. The challenges we faced during this time were unprecedented and the impact was felt right across the organisation, our partners and our clients. We worked hard to ensure that our centres were safe places for people to return to and our staff worked tirelessly keeping our hubs covid safe. When the final restrictions were lifted in July 2021 we started to welcome back many external bookings in the hubs and this steadily increased from then on. We played a proactive approach in the vaccination roll out by hosting vaccination clinics in all of our hubs – helping our communities access this vital service on their doorsteps and developing a strong relationship with Worcester City Primary Care Network.

**Worcester Community Trust
Trustees' Report
Year Ended 31 March 2022**

Our services continued to deliver in innovative and adaptive ways to ensure we were still supporting those who relied on our services, and we thank our funders for their continuing flexibility during the past year.

We are very proud of what we have achieved – the first year of our new strategic plan has been delivered successfully and we look forward to continuing to build on that success as we enter year 2 of our strategic priorities.

WCT continue to be well placed, in the hearts of our communities, with the support of our local partners, to challenge disadvantage and inequality, to make a big difference to the lives of people across the city and work towards our vision to create a city where people feel connected, supported, and empowered.

Thank you.

On behalf of all staff, trustees and volunteers, Worcester Community Trust would like to thank our partners, funders, supporters, and friends who have supported us to deliver our services over the past year; without whom, we would not have been able to achieve what we have and supported our communities to the same extent. Our core values at WCT highlight our ambition to work collaboratively with local people and partners to achieve more, welcoming diversity and innovation and driving a dynamic and visionary organisation. WCT and partners have truly delivered against these values and our social objectives through the past 12 months.

Message from our Chair

Over the last 12 months Worcester Community Trust (WCT) has continued to build on the excellent work it undertakes to support the communities across Worcester City. Coming out of Covid was always going to be a challenge but, as we saw during the pandemic, our dedicated staff who work tirelessly to ensure that we deliver quality services which meet the diverse need of the people who live in Worcester, as ever met this challenge.

Under the skilful leadership of our Senior Management Team WCT have made excellent progress in taking forward the goals set out in our Strategic Plan. Youth and Community work remains at the heart of what we do and the development of Community Hub Associations is a priority across all our Hubs. Wellbeing services have continued to grow and meet the high level of need we know there is across the city. This has been particularly important following the pandemic, through which we saw an increase in domestic abuse, as well as isolation in many of the city-wide communities, but particularly the elderly.

Demand for our skills and training has always been high and, with the support of the City Council, we are currently adapting our buildings so that we can expand on our Building Block provision. This building phase has had an impact on the numbers we can provide places for. However, once completed, not only will these expanded centres provide a platform for increasing the skills of residents across the city, but through our integrated approach, with our job coaches and wellbeing services, we can build on our unique position to provide wider social and wellbeing support, thus improving the confidence and aspirations of many of our residents.

We have also continued to develop our governance and partnership work. Within this report you will see the long list of organisations we work with or fund and support us. Not only does this help to build our financial sustainability, but it also ensures that we have as wide a reach as possible to ensure that the people we work for have the right sort of support when they need it.

At our AGM last year we were delighted to appoint outgoing chair Richard Soper CBE as WCT's first Ambassador and we thank him for tenure as Chair of the board for the previous 3 years.

We sadly lost trustee David Pickering following a long and courageous battle with cancer. David had been a member of the board of trustees since 2017 and brought with him a wealth of knowledge and experience of the marketing sector – he will be sorely missed.

Finally, I would like to say a huge thank you to our outgoing CEO Ruth Heywood. Sadly, Ruth left us this year to move to pastures new. However, she played a major part in ensuring that we had a clear strategic plan and a solid infrastructure to support the delivery of this plan. With this in place we had a clear idea of what was required in the

new CEO. To this end we appointed Jonathan Newey, who has a wealth of experience, including an excellent record in developing Community Based provision which puts the residents at the centre of the services.

Our Vision and Mission

Vision:

Worcester: A City where people feel connected, supported, and empowered.

Mission:

Bringing Communities Together by delivering services and activities for all.

Social Objectives

1. To provide social activities for children, young people families and for those in later life.
2. To provide specialist services for individuals affected by domestic abuse.
3. To provide quality training and support for local people seeking to enhance their skills.
4. To offer professional support and activities to build good mental health and wellbeing.

Values & Behaviours:

We Collaborate – Working together with local people and partners to achieve more.

We are Inclusive – Access for all, welcoming diversity, and valuing uniqueness.

We are Ambitious – We value innovation and creativity, driving a progressive, dynamic, and visionary organisation.

Delivering Excellence – Investing in our staff, volunteers, and infrastructure to provide quality and professional services.

Introduction

2021/22 was another year of managing the challenges of Covid-19, with various lockdowns and changes in legislation to navigate throughout the year. WCT has observed an increase in demand for our services in addition to many residents experiencing further complexities in their support needs. WCT has been successful in securing new contracts to deliver additional and enhanced services. Year one of our 2021-25 strategic plan has been executed with a range of achievements including strengthening the senior leaderships team to embed the new structure, enabling the charity to deliver clear services to support the development of strategy. With ongoing support from our partners, our delivery has expanded across South Worcestershire for various services, with plans to develop this further throughout 2022/23.

WCT also had the pleasure of being invited to meet HRH Duke of Wessex, Prince Edward and showcase our response during the covid-19 pandemic.

Whilst we have enjoyed significant successes over the past 12 months we have once again had to navigate through the complexities that Covid-19 presented us with. Our staff's levels of resilience has been challenged and we have had to find ways to support our staff wellbeing including a blended approach to the working environment allowing staff the flexibility to work from home whilst still managing complex workloads. Once again, we were faced with fragmented and reduced delivery. This meant we had to adapt how we supported clients by continuing to deliver services virtually, or through significantly reduced capacity face to face groups, to allow for social distancing. Re-engaging clients back into face-to-face delivery has presented many different challenges. There has been hesitancy and a nervousness for clients coming back into the hubs to access services – especially from many of our older clients who are more vulnerable. Many of the clients we work with are challenged by inequality and disadvantage and the pandemic has exacerbated these challenges especially with food & fuel poverty, impacts on mental and physical health, isolation and loneliness.

WCT have built new relationships with a range of partners, that has assisted in enhancing our existing services, enables the charity to create new opportunities and also increased access to community-based services for our residents.

Your support in numbers

Despite the challenges faced throughout 2020/21, WCT supported residents across the whole of Worcester City and in some cases across the County. Over 2000 individuals were supported directly despite the centres being closed for the majority of the year not including the hundreds of local people who have accessed our community activities and events such as community trips, summer fayres and community activities such as easter egg hunts, Halloween arts and craft, Christmas pantomimes and much more.

The success of the year 2021/22 is testament to the continued committed, professionalism and dedication of our incredible team of staff, volunteers and trustees, who have been an inspiration to one another, investing in themselves and one another to ensure their development and wellbeing has been supported over another challenging year. Delivering 98 vaccination clinics, WCT have been integral in the roll out of the community vaccination clinics across all six of our community hubs, ensuring local residents who may be vulnerable and have barriers to accessing public services are more able to take part. The DAWN service has continued to grow, with the opportunity to input into the Worcestershire Domestic Abuse commissioned tender, utilising our links with survivors and ensuring the voice of the victim is heard in the development of the service.

Redevelopment of our buildings

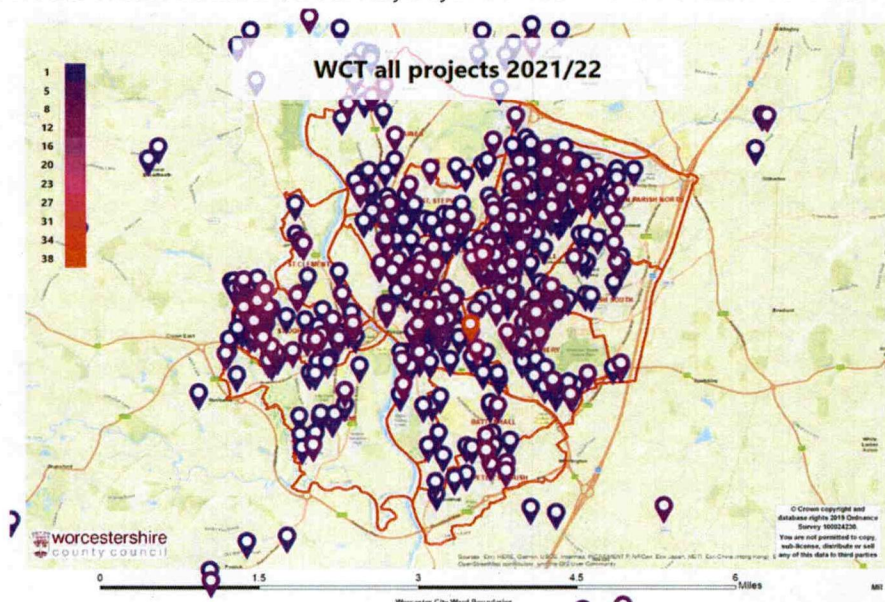
WCT have received £600,000 worth of Accelerated Towns Fund monies, investing into capital infrastructure to enhance our skills and training community based facilities, creating a pathway of community based learning into further education with partners. A further £1.9 million has been committed to developing our hubs and creating a second Building Block in Dines Green following the successful application and business case to government.

Further capital investment has been received from our landlord, Worcester City Council, in the enhancement of boilers at Ronkswood and a new roof at Warndon, which will observe a reduction in energy expenditure. WCT will work with the City Council to further invest in the buildings to create more energy efficient and sustainable properties.

Our facilities have continued to be covid secure hubs, with measures in place to ensure the safety of our communities.

WCT Services

WCT continues to develop and deliver community-based services to meet the demands of our local communities. The following map represents residents across Worcester City who have accessed our services over the past 12 months. Following a concerted effort to engage partners and communities across the whole city, the following map demonstrates how we have reached communities way beyond those who live close to our hubs.



Governance

This year saw the introduction of two new members to the senior leadership team, Director of Operations and Director of Skills and Training, a new role in response to the WCT Strategic Plan. Three staff members continue to progress with their Level five ILM leadership and management training. Following further investment into staff development, additional training has been undertaken particularly around supporting staff with understanding the complexities of support required for our communities through covid recovery, mental health, domestic abuse and personal resilience.

The wellbeing of our team has been a priority for the organisation, with an inaugural all staff wellbeing conference held in March 2022, focusing on secondary trauma, resilience and reflection. With the aspiration to gain the Worcestershire Works Well accreditation, a staff wellbeing group has been established and a series of meetings will take place to embed these priorities to include flexible working, policies and peer support recognising the additional pressures that have been placed on staff and will continue in the coming year. A new appraisal process has been implemented, the Celebration and Investment Review, which highlights and recognises key successes from the teams and an opportunity to identify both mandatory training and personal development with an aspiration to implement the talent identification policy to retain excellent staff. A new HR system has been implemented, enhancing the efficiency of the team and creating more effective systems and processes. WCT staff took part in a second annual staff satisfaction and staff responded very positively with WCT being seen as a good place to work that is supportive and committed to its employees. In response to the survey we introduced a number of new benefits to go alongside the existing employee benefits. These included 2 additional wellbeing days plus birthday leave, Life assurance, Blue light card for employees to receive discounts at high street retailers and an increased budget to support staffs training and development.

Our CEO, SLT and trustees successfully completed the Pilotlight leadership programme, which has given the organisation opportunities to consider and improve governance. There has been an increased focus on key areas of work including risk, audit and compliance.

Our customers services team reviewed and implemented a pricing policy alongside our first customer satisfaction survey which will enable service improvement and analyse opportunities to develop the service.

WCT received the white ribbon accreditation illustrating our commitment as a charity to support staff, volunteers, trustees and the wider communities to recognise, challenge and support those affected by domestic abuse. We delivered an awareness raising session with staff, key stakeholders and members of the public showcasing our commitment through our projects to ending domestic abuse, followed by 16 days of activism.

YOUTH AND COMMUNITY:

A survey by Young Minds (Children & Young people's Mental Health Charity) found that 67% of young people believed that the pandemic will have a long-term negative effect on their mental health. In addition to this children & young people have been negatively affected in School progress and exams, through isolation from friends, boredom as well as the impact on their family and home. As restrictions have lifted over the past year, WCT have been able to bring open access youth provision back to all of the Hubs in order to provide young people with a safe, welcoming environment where they can re-engage with friends. WCT youth workers spend time with young people understanding the impact of the pandemic and providing support and activities to help deal with the challenges that faced. Generous funding from Worcester Municipal Charity and the Holiday Activity and Food programme funded through the Department of Education, provided WCT with the opportunity to deliver a successful Kidsplay programme over the summer and Christmas holidays 2021, providing children & young people with access to enriching activities.

After school clubs have continued to be delivered thanks to funding received from Worcester Municipal Charities and Worcestershire Community Foundation which has enabled these to run at all hub sites. With support from Freedom Leisure and Warriors Community Foundation, WCT have been able to provide young people with access to free sports and activities as well as creative activities such as arts & crafts, cooking and games

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WCT have spent much of the last year developing and embedding Asset Based Community Development in to our communities. WCT successfully received funding through Worcestershire County Council and working closely with Worcester City Council WCT have employed part time Community Builders in Ronkswood, Horizon and Dines Green. The community builders have been working in the local community mapping assets, building social capacity and empowering local people to take the lead on the development of community opportunities. Establishing local community hub associations where local people and key partners come together to discuss and plan local community events is key to the ongoing success of this project. WCT have successfully delivered in excess of 20 community events across all Hubs but predominantly around Ronkswood, Tolladine, Dines Green and Horizon. These have included Family and Community fun days, movies nights, cream teas, music events. Traditionally these events have been led by WCT staff however, through the ABCD work, the transition of responsibilities for these events to community members has begun.

TARGETED SUPPORT

DAWN – Domestic Abuse Specialist Support

DAWN provides a service tailored to the needs of the individual, with an emphasis on individual bespoke support. This support starts with a risk assessment, safety planning and the co-development of an action plan. The action plan can include reporting incidents to the police, liaising with DARO and SNT teams and referrals to MARAC. It could also include exploring all safe housing options, accessing legal advice, support at court with both criminal and civil proceedings, benefits support, debt support and referrals to specialist agencies. DAWN also provides support at social care meetings and conferences, support through safeguarding plans and processes, support with Cafcass and child contact, and support in accessing appropriate education and care for children who have been affected by domestic violence and abuse. We also provide the Freedom programme one to one and in a group setting.

The demand for our domestic abuse services has seen a continued increase in demand and complexity, despite a increase in resource and capacity to deliver both one to one and group specialist support across South Worcestershire, thanks to the ongoing support of our funders, South Worcestershire Community Safety Partnership (through Police and Crime Commissioner), and Worcestershire County Council Public Health team. WCT received additional funding to increase capacity from the COMF Fund, with an extension of the MHCLG Community Champions Project and specialist project worker post. DAWN has been involved in the consultation process of the Worcestershire Domestic Abuse Tender, ensuring the voice of the victim has been built into service design. This financial year has seen the successful completion of the newly funded DAWN service, alongside partners from Worcestershire Children's First, Worcestershire County Council, Worcester City Council, Malvern Hills District Council, Wychavon District Council and wider partners. In 2021/22 DAWN supported 298 service users, an increase of 30% on the previous year. 170 children were reported to be living safer lives with 65% of children having a reduced risk of entering the social care system as a result of the support through the DAWN service. 20 DA champions were recruited and trained to provide additional support to individuals.

Continued to maintain and build new relationships which has resulted in the DAWN service increasing by 5 members of staff and value of contract in 2020/21 £122,600 to 2021/22 £176,354 (forecasted up 44%)

WELLBEING SERVICES

WCT Wellbeing Services has continued to navigate the changes to delivery and implemented a flexible, modified model to meet the needs of our communities who, many, have found reintegrating into community hubs challenging. Wellbeing and mental health is an immediate and pressing concern for many of our clients, with conversations purporting a deterioration in wellbeing, in particular increased anxiety as a result of the pandemic. Many clients have struggled with re-engagement including nervousness in accessing social activities which increase skills, esteem and confidence. This year, WCT have worked with partners to feedback these concerns from communities, which have also identified gaps in the transition from primary care services into secondary, community-based services that support sustainable services support positive mental health and wellbeing. There is a need to focus on re-engagement to re-build strong and cohesive communities which build resilient communities through recovery. WCT's objective is to work more closely with primary care and other partners to create a seamless transition into community-based services. As communities, we continue to live in uncertain times, where the impact of the Covid-19 pandemic continues to cause great disruption to people's lives and livelihoods, from physical and

emotional wellbeing to housing, work and relationships. It has affected all of us, but it has not impacted everyone equally. Inequalities in our society have been exacerbated and exposed. Some groups have been at greater risk of contracting the virus, developing severe symptoms, or experiencing negative social, economic and wellbeing impacts from the lockdowns and other social restrictions. These differences in people's experiences during the pandemic reflect wider structural, social and health inequalities in our society which are shaped by a complex combination of people's socio-economic circumstances, where they live, and characteristics such as age, ethnicity, gender and disability.

Funding into wellbeing services increased by 19% from £387,000 in 2020/21 to £460,975 in 2021/22

The JOY Project

Our National Lottery Community Funded Project, JOY, supports women to build their confidence and move towards training, volunteering, and employment. In January 2022 a successful application to Worcestershire County Council Business Rates was approved for £794,00 for a 3-year countywide project. This project will go live in 2023 and will build on the excellent work already delivered by this project including the additional of a men's programme of support in year 2. Throughout the year bespoke courses have been designed and delivered by the team in response to the challenges facing our women with 100 women accessing both accredited and non-accredited training opportunities. New partnerships with Museum of Royal Worcester and Bramblewood have provide new and exciting opportunities for the women to experience. The project continues to deliver coffee drop-in sessions, 121 support and other activities as requested by the participants.

Community Connectors

Another National Lottery Community Funded Project, Community Connectors, delivered another year of positive outcomes, supporting people who are socially isolated and lack confidence in accessing services. The project was successful in securing continuation funding for an additional 4 years of over £400,000, and phase two of the project began in November 2021 with a clear focus on bringing people together and building community capacity where local people are at the heart of service design and delivery.

Throughout the year, 95 local people accessed the Community Connectors Project through targeted and group and 121 sessions with 40 of them accessing accredited and non-accredited training opportunities.

The PLUS Service

2021/22 was the 2nd year of delivery on the PLUS project. This project was not without it challenges during covid as much of the support was virtual and it has taken time to re-engage clients into face-to-face opportunities. As we transitioned out of the pandemic demand for the service increased and through additional COMF fund (contain outbreak management fund) we were able to increase capacity in the service by an additional 16hrs/week between January – May 2022.

Snack and Chat

Demand for snack and chat continues to increase and once the covid restrictions had eased in July 2021 we saw an increase in the numbers attending. Through an additional £50,000 received through COMF we were able to increase delivery in 4 hubs to weekly rather than bi-monthly. This has seen numbers grow and participants benefiting from accessing the service more frequently. The funding also allowed us to add capacity to the service by taking on another cook to help managed this service. In 2021/22 1734 meals were served

SKILLS AND TRAINING

The impact of the pandemic has not been felt evenly. People in the most deprived areas have been more likely to fall seriously ill with virus, but they have also been the most affected by society's attempts to control it too.

Lockdowns and restrictions have disproportionately affected low-income families and those with young children. Job insecurity has increased and the economic effects have been deeper in the poorest communities.

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What is more, the fallout from the pandemic is likely to be felt for years to come, threatening to widen inequalities even further. Before the pandemic there were already growing levels of child poverty, homelessness and food poverty - and this was affecting health and wellbeing.

Concerted efforts are now needed to tackle such issues along with the impact of the rising cost of fuel – or the toxic legacy of the pandemic will blight the most deprived communities for generations to come.

Councils across the country have recognised this and are working in a variety of ways with partners to support their communities. There are schemes to find work for young people, such as the one in Wiltshire which is working with those who have dropped out of education and employment. Others, like Gateshead, are looking at debt and financial insecurity.

Food poverty remains a key focus for many with some areas working to turn food banks into social supermarkets to provide a better long-term solution to give people access to low-cost, healthy products.

This new pillar of development for WCT, has seen exciting developments, commenced by the recruitment of a Director of Skills and Training, who has led the development of community based skills and training, engaging with a range of partners enhancing the provision within our hubs and at various pop up sites. WCT has secured £107,000 of additional funds to deliver a Community Renewal Fund service in partnership with Community Housing, which increases our locally based skills training for those furthest away from the labour market, by offering support groups and pathway training for those with barriers to education and employment.

Accelerated Towns Fund has enabled our hubs to receive investment to enhance training suites at all hubs, creating more up to date, fit for purpose facilities to deliver support and hire the space to external training providers, increasing our outcomes and also lettings income. Further investment into our existing Building Block continues to progress, with an anticipated completion date of Summer 2022, this investment will double the capacity to deliver over subscribed courses from entry level to level four accredited training, alongside BBO Job coach support into the construction industry. As part of the development of the Towns Fund business case for the Skills and Community hubs, a forum has been developed consisting of construction industry leaders to highlight gaps in training provision now and into the future, shaping the infrastructure of the second building block and the program of delivery, creating a more streamlined pathway of support from those furthest away from the labour market and the anticipated demands for the industry.

- 101 individuals supported into Training, Education or Employment
- 397 accessed S&T through the Building Block
- Community based courses provided by HOW college and delivered in our hubs have reached over 600 local people

Volunteering has been embedded into this pillar in the strategic structure, allowing there to be a streamlined implementation of the recruitment, induction and retainment of volunteers across all services. A new internal training program for staff and volunteers is currently being developed as part of our commitment to personal and professional development including opportunities for staff to increase their skills in staff training. In 2021/22 we benefitted from over 5400hours of volunteer time across all projects.

Miscellaneous

WCT has become a founding member of the newly formed Worcester Grassroots Alliance, a Charitable Community Benefit Society Established to identify and embed opportunities to

- to promote the development and regeneration of the City in accordance with the principles of low-carbon and/or zero-carbon development for the benefit of the community;
- to promote the development and regeneration of those wards and areas of the City which are most economically disadvantaged; and
- to meet the needs of those citizens who suffer financial hardship, unemployment, homelessness, ill-health, disability or other disadvantage or vulnerability,

Business Development

**Worcester Community Trust
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In September 2021, we were delighted to be charity recipient for the Worcester City Run via the official partner Worcestershire Ambassadors. Together with WA, WCT entered a team of runners into the event and through sponsorship and donations from other runners raised £10,000 towards mental health training. This funding will provide mental health training to staff, partners and clients as well as enabling WCT to train staff as trainers to deliver the courses in house. WCT were also selected as Charity of the Year for Women Who Worcestershire, an online women only business community, and RGS The Grange. Women Who Worcestershire specially chose the DAWN project and raised over £1500 through various online fundraising events as well as donations through the sale of 3 bespoke produces created by local business women. The partnership with RGS The Grange had resulted in a series of fundraising events have been planned with the first being a sponsored swim in December 2021. This event alone raised over £3600 with more events planned into the next financial year. Through fundraising WCT have achieved 192% of the original fundraising target.

The profile of WCT continues to increase online with increased visibility across all social media accounts. Facebook continues to be WCT's main platform for engaging with the local community, communicating the work of the Trust and opportunities to get involved with a 17% increase in followers and a 181% increase in visitors to the WCT facebook page.

WCT continues to develop relationships with potential hirers of the hubs and these relationships have resulted in Pause (Pause works with women who have experienced, or are at risk of, repeat removals of children from their care) taking on a long term lease of office space at the Tolladine Hub.

WCT conducted a Customer Satisfaction survey in March 2022. Customers gave WCT an NPS score (measures customer experience & customer satisfaction) of 59. Any score about 50 is considered excellent. WCT have welcomed customers back into the centres and room hire income is slowly increasing back towards pre-pandemic levels. WCT have welcomed many new as well and returning customers to the hubs.

% increase in charitable funding	2020/21 - £1,359,415, 2021/22 - £1,232,590 (9.329 % less due to Covid restrictions)
% increase room hire	2020/21 - £85,881, 2021/22 - £228098 (165.59 % increase)
Lettings income as % of total income	2020/21 - 6%, 2021/22 - 18.5%

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Collaborations and Partnerships

WCT has developed relationships with a range of new partners this year. WCT could not have delivered and achieved what we have without working collaboratively and innovatively with our colleagues and partners across the County and beyond:

Action for Children
Bramblewood
Community Housing
Community Safety
Connected Communities Partnership
Crave Arts
Domestic Abuse Housing Alliance
Domestic Abuse Partnership Board
Freedom Leisure
Get Safe - WCC
Hope Church
Lasletts Charity
Malvern Financial Wellbeing partnership
Malvern Homelessness Partnership
MAT-G partnership
Museum of Royal Worcester
Onside Advocacy
Perryfield Community Association
Perrywood Primary School
Platform Housing Group
Raise Partnership
Reaching our Communities
Ready, Steady, Worcestershire
RGS The Grange
Safer Worcester Partnership
Sanctuary Housing Group
Sandycroft Community Hub
Seetec
Serco
Severn Arts
Simply Limitless
Skillscert
South Worcestershire Healthcare
Standing Together
Suicide Prevention Steering group
Sutton Croft
Tackling Loneliness Partnership
TDM
Time to Change
Tolladine Renewal Group
Tolly Mission
University of Worcester

**Worcester Community Trust
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Victim Support
Warriors Community Foundation
Waste Prevention (Community Fridges)
West Mercia Police
West Mercia Women's Aid
Women's Caucus
Worcester City Council
Worcester City Primary Care Network
Worcester Municipals Charities
Worcester Play Council
Worcester Wheels
Worcestershire Ambassadors
Worcestershire Community Foundation
Worcestershire County Council
Worcestershire County Council Public Health
Worcestershire Cricket Board
Worcestershire Early Help Partnership
Workpays
WRAP
Wyre Forest Homelessness Partnership
Young Enterprise
Young Solutions
YSS

Our Funders and Supporters

WCT would like to share our deepest thanks to all our supporters over the past 12 months. This year we have developed new relationships with new funders and our local business community has been extremely generous in their support and donations. Thank you to the following:

A and E Clarke Charitable Trust - Ronkswood Lunches
Arnold Clarke
Baron Davenport
Community Housing Group - BBO and CRF
Co-op – ongoing support and donations of food
Cosaraf
Ecclesiastical General funding
Kings School
Lasletts Charities
Onside Ltd – Delivery of the PLUS project
Royal Grammar School Worcester
Sanctuary Group
Sanctuary Group - Snack and Chat
St Martin's United Charities - Grant towards Horizon Youth
Sutton Croft Youth Funding
The Big Lottery – The JOY Project and Community Connectors

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Timothy James
West Mercia Police & Crime Commissioner - DAWN
Worcester City Council - ABCD
Worcester City Council - Management Grant
Worcester City Council - Councillors funding
Worcester Municipals Charity - Consolidated funding for Youth and Play support
Worcestershire Community Foundation
Worcestershire County Council - DAWN/ Loneliness funding/Positive Activities
Worcestershire County Councillors funding
Young Solutions- Funding for Holiday food

Moving forward

There are a number of key objectives for WCT to focus on over the incoming financial year:

- New contracts that will require mobilisation in early 2022/23, including an increased demographic and geographical reach of the JOY service and the Domestic Abuse Champions.
- Securing additional revenue funding to delivery community-based skills and training through our hubs
- Alignment of community development and ABCD priorities
- Re-tendering of the youth positive activities contract
- Implementation of the induction and staff training process for both staff, volunteers and trustees
- Completion of the extension of the existing Building Block at Warndon through accelerated Towns fund
- Finalisation and submission of the Towns Fund business case and progression into development of hubs and partner facilities
- Implementation of the Marketing and Communications and Fundraising strategies
- Creation of Hub Associations, devolving power to communities
- Development and implementation of a new CRM system
- Investigate new IT solutions to create more efficient systems
- Support the incoming CEO into the organisation

Trustees' responsibilities

The trustees, who are also directors of the charity for the purposes of company law, are responsible for preparing the Trustees' Annual 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 period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- 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;
- 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein, in our capacity as company directors, on ...25/10/2022..... and signed on the board's behalf by:

Claire Thompson, Trustee



Opinion

We have audited the financial statements of Worcester Community Trust (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, cash flow statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

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

There is an inherent risk that our audit will not detect all irregularities, including those resulting in material misstatement in the financial statements or non-compliance with regulation. This risk is greater in respect of fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

Together with our detailed transaction testing, we assessed the risk of material misstatement as a result of fraud by making direct enquiries with management. We did not identify any significant fraud risk factors.

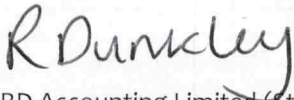
For 2021/22 the risk of irregularities and fraud has changed slightly as the charity has worked its way through the gradual opening after the pandemic and receiving less government support (COVID Grants / Furlough). The trust has secured additional grant contracts and donations which increases the risk of irregularities in terms of expenditure allocation and ensuring funds are spent in accordance with the grant contracts and are within the charity's objectives/purpose. Added to this are the current pressures on costs, the increase in utility costs are likely to impact future years significantly and this must be considered within the going concern assumption. All of the above have been considered throughout our enquiries with management and our audit testing.

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

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



RD Accounting Limited (Statutory Auditor)
Chartered Certified Accountants
12C Two Locks
Hurst Business Park
Brierley Hill
DY5 1UU

Date: 25/10/22

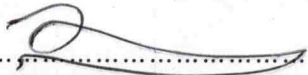
Worcester Community Trust
Statement of Financial Activities (Including Income & Expenditure Account)
Year Ended 31 March 2022

		Unrestricted funds	Restricted funds	2022 Total	2021 Total
	Note	£	£	£	£
Income and endowments from:					
Donations and legacies	3	40,195	11,196	51,391	19,205
Charitable activities	4	270,811	768,033	1,038,844	1,025,658
Investment Income		51	-	51	32
Other trading activities	5	314,030	2,779	316,809	131,791
Other income	6	86,684	-	86,684	268,551
Total		711,771	782,008	1,493,779	1,445,237
Expenditure on:					
Charitable activities	7	(681,074)	(641,710)	(1,322,784)	(1,036,832)
Net income / (expenditure)		30,697	140,298	170,995	408,405
Transfers between funds	20	2,719	(2,719)	-	-
Net movement in funds	17	33,416	137,579	170,995	408,405
Reconciliation of funds:					
Total funds brought forward	17	424,752	163,825	588,577	180,172
Total funds carried forward	17	458,168	301,404	759,572	588,577

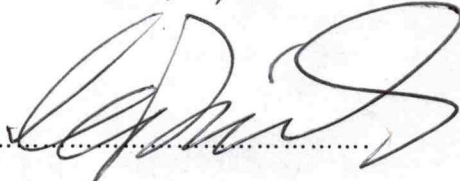
Worcester Community Trust
 Balance Sheet
 Year Ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Fixed assets					
Tangible assets	12	-	-	-	-
Current assets					
Debtors	13	39,888	116,222	156,110	49,458
Cash at bank and in hand		479,382	222,851	702,233	641,839
		519,270	339,073	858,343	691,297
Creditors: amounts falling due within one year	14	(61,102)	(37,669)	(98,771)	(102,720)
Net current assets / (liabilities)		458,168	301,404	759,572	588,577
Total assets less current liabilities		458,168	301,404	759,572	588,577
Net assets / (liabilities)		458,168	301,404	759,572	588,577
Charity Funds					
Restricted funds	17			301,404	163,825
Unrestricted funds	17			458,168	424,752
Total charity funds	17			759,572	588,577

The financial statements were approved by the Board of Trustees on 25/10/2022 and were signed on its behalf by:



Bridget Brickley – Trustee



George William Davidge - Trustee

Worcester Community Trust
Cash Flow Statement
Year Ended 31 March 2022

	2022	2021
	£	£
Cash flow from operating activities		
Cash generated from operations	60,394	385,203
Net cash flow from operating activities	<u>60,394</u>	<u>385,203</u>
Net increase in cash and cash equivalents	60,394	385,203
Cash and cash equivalents at the start of the reporting period	641,839	256,636
Cash and cash equivalents at the end of the reporting period	<u>702,233</u>	<u>641,839</u>
Reconciliation of net income/(Expenditure) to net cash flow from operating activities		
	2022	2021
	£	£
Net income/(Expenditure) for the reporting period (as per the statement of financial activities)	170,995	408,405
Adjustments for:		
Depreciation charges	-	-
(Increase) / decrease in debtors	(106,652)	(17,762)
Increase / (decrease) in creditors	(3,949)	(5,440)
Increase / (decrease) in provisions	-	-
Net cash provided by (and used in) from operating activities	<u>60,394</u>	<u>385,203</u>

1 COMPANY INFORMATION

The charity is a company limited by guarantee. The members of the company are the Trustees named in the Report of the Trustees. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements.

2 ACCOUNTING POLICIES

BASIS OF PREPARATION

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

INCOME RECOGNITION

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Income received in respect of renting the charities facilities is recognised as income once the event has taken place. Grants are recognised when entitlement, certainty and measurement conditions have been met. Donations are included as and when received.

EXPENDITURE RECOGNITION

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

SUPPORT COSTS ALLOCATION

Most expenditure is allocated directly to the fund to which it relates. General overheads are recharged to funds via a management fee which is determined by the trustees, dependent on the project.

TAX

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

TANGIBLE FIXED ASSETS

Tangible fixed assets are stated at cost less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended. Assets with a value of less than £1,000 are not capitalised.

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

Fixtures and fittings	25% on cost
-----------------------	-------------

2 ACCOUNTING POLICIES – continued

DEBTORS RECEIVABLE AND CREDITORS PAYABLE WITHIN ONE YEAR

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure. The charity does not hold any complex financial instruments.

CASH & INVESTMENTS

Any cash held in bank accounts that is accessible within one month is not considered to be an investment and is therefore recognised as cash on the balance sheet.

LEASES

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

EMPLOYEE BENEFITS

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

DONATED GOODS, FACILITIES OR SERVICES

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refer to the trustees' annual report for more information about their contribution.

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

The trustees consider that the rental market value of the community centres and other properties provided to the charity at a peppercorn rent cannot be measured accurately due to their unique purpose and locations. There are therefore no donated facilities transactions recognised in respect of these facilities. Please see the trustees report for further details.

FUNDS

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

GOING CONCERN

Please refer to the going concern note in the report of trustees on page 5.

3 INCOME FROM DONATIONS AND LEGACIES

	2022	2021
	£	£
General donations	26,898	19,205
Just Giving - Various	10,914	-
Worcestershire Ambassadors	2,105	-
Co-Operative Ronkswood Donation	1,474	-
Weston Garfield	5,000	-
Stoford Properties Ltd	5,000	-
	<u>51,391</u>	<u>19,205</u>

4 INCOME FROM CHARITABLE ACTIVITIES

Charitable activities income is wholly made up of grants and service contracts, broken down as follows: -

	2022	2021
	£	£
Worcester City/County Council - DAWN	205,636	134,939
Big Lottery - Community Connect	115,824	130,878
Big Lottery - Job Coaching	122,033	93,301
Worcester County Council - Youth/Positive activities	80,670	80,670
Big Lottery - JOY	56,801	96,608
Worcester City Council - Management Grant	76,680	75,360
Big Lottery - COVID Support Grant	-	99,947
Worcester City Council - Additional Grants	-	81,380
The Worcester Consolidated Municipal Charity	33,670	38,480
Age UK / PLUS Loneliness Project	36,772	25,923
Sutton Croft Ltd - Playschemes	55,542	-
Community Housing Group - Community Renewal	50,450	-
Worcester County Council - Loneliness funding	49,489	-
Worcestershire County Council - JOY	38,181	-
Worcester City Council - ABCD Funding	29,481	-
Young Solutions - Play / Youthscape project	19,993	5,992
Worcester Councillor's Grants / Funding	14,423	10,500
Grants and Support for COVID Care Packages	-	16,349
A and E Clarke Charitable Trust - various	10,000	5,000
Worcester City Council - Building Block Salary funding	15,000	-
Children In Need	-	13,925
Eveson Charitable Trust - Snack and Chat funding	-	12,000
Worcestershire Community Foundation - After School Clubs	11,800	-
Harrison Clark - COVID Donation	-	11,000
Eveson Charitable Trust - COVID Support	-	10,000
CAF Bank - COVID Support	-	10,000
Sports England (Maintenance)	-	10,000

INCOME FROM CHARITABLE ACTIVITIES CONTINUED....

	2022	2021
	£	£
Peoples Health Trust	2,360	7,085
Laslett's (Hinton) Charity	9,000	-
Weston Charity – Pilot Light Project	-	6,500
Young Solutions (Kids Play)	-	6,091
Worcester Action for Youth – Outreach	-	6,000
Severn Trent – Care Packages	-	5,000
Worcester Community Foundation – meals for school children	-	5,000
Clothworkers Foundation (Home Working Equipment)	-	4,980
Sports Partnership – Tackling Inequalities	-	4,550
Other Care Package / Food grants	-	4,500
Sanctuary Group - Snack and Chat	4,000	-
Platform Housing Group	3,240	-
Worcester Community Foundation	-	3,000
YMCA Worcestershire	-	2,513
Worcester County Council – Care Packages / Food Pack	-	2,000
Other Miscellaneous Grants	-	1,987
St Martin's United Charities	-	1,000
Community First (Digital Access group)	(2,200)	3,200
	<u>1,038,844</u>	<u>1,025,658</u>

5 INCOME FROM OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Room Hire	227,785	85,882
Subscriptions and Activities	89,024	45,909
	<u>316,809</u>	<u>131,791</u>

6 OTHER INCOME

	2022	2021
	£	£
HMRC COVID Job Retention Scheme (Furlough)	6,683	76,704
Council Premises Grants (COVID Restrictions)	80,001	191,847
	<u>86,684</u>	<u>268,551</u>

7 EXPENDITURE

All expenditure is undertaken for charitable purposes and is summarised as follows:

	2022	2021
	£	£
Premises costs	127,526	98,056
Staff costs (including training / consultants)	942,094	759,294
Direct costs of activities	144,915	77,834
Grant Repayment	6,146	-
Professional fees	11,548	9,561
Depreciation	-	-
Fees, Licences & Insurance	33,798	23,384
IT, Telephone & Office costs	56,757	68,703
	<u>1,322,784</u>	<u>1,036,832</u>

Expenditure allocated by fund is shown in note 16.

8 NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging:

	2022	2021
	£	£
Depreciation – owned assets	<u>-</u>	<u>-</u>

9 AUDITOR'S REMUNERATION

Fees payable to the charity's auditor for the audit of the charity's annual accounts is £3,900 (2021: £3,772) and preparation of management accounts, payroll and general support/meetings of £7,648 (2021 - £7,038).

10 TRUSTEES REMUNERATION AND BENEFITS

The trustees neither received nor waived any remuneration or other benefits during the year ending 31 March 2022 (2021: £Nil)

TRUSTEES EXPENSES

There were no trustees' expenses paid for the year ending 31 March 2022 (2021: £Nil)

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2022

11 STAFF COSTS

The average monthly number of employees during the year was 51 (2021: 53). The average full-time equivalent was estimated to be 33 (2021: 29)

The total staff costs and employee benefits were as follows:

	2022	2021
	£	£
Wages and salaries	831,827	683,996
Employer National Insurance	58,816	42,547
Employer Pension costs	13,514	10,434
	<u>904,157</u>	<u>736,977</u>

The above pension costs represent the total employer contributions into defined contribution schemes for the year.

Total remuneration paid to key management personnel during the year was £125,769 (2021: £118,085). This excludes employers pension contributions. Employers pension contributions paid to key management personnel during the year was £2,576 (2021: £2,605)

No employees received total employee benefits of more than £60,000.

12 TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2020	133,115
Additions	-
Disposals	-
At 31 March 2021	<u>133,115</u>
DEPRECIATION	
At 1 April 2020	133,115
Charge for the year	-
Eliminated on disposals	-
At 31 March 2021	<u>133,115</u>
NET BOOK VALUE	
At 31 March 2021	<u>-</u>
At 31 March 2020	<u>-</u>

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2022

13 DEBTORS

	2022	2021
	£	£
Trade Debtors	145,598	42,315
Prepayments and accrued income	10,512	7,143
	<u>156,110</u>	<u>49,458</u>

14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	28,672	6,785
Other tax and social security	15,002	15,046
Deferred income	36,359	60,550
Accrued expenses	18,738	20,339
	<u>98,771</u>	<u>102,720</u>

15 DEFERRED INCOME

	2022 £	2021 £
Brought forward	60,550	43,382
Received during the year	413,837	380,007
Amounts released to income	(438,028)	(362,839)
Carried forward	<u>36,359</u>	<u>60,550</u>

Incoming resources are deferred in accordance with section 5.24 of the Statement of Recommended Practice (FRS102) whereby income is subject to performance-related condition.

The above relates to JOY (£14,187), Big Lottery Community Connectors (£9,596) and DAWN (£12,575) restricted funds.

16 LEASES

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £	2021 £
Not later than one year	-	1,634
Later than one and not later than five years	-	-
	<u>-</u>	<u>1,634</u>

The Trust leases the following properties in order to carry out its purposes:

- The Tolladine Community Centre
- The Horizon Community Centre
- The Wardon Community Centre
- The KVG Community Centre
- The Ronkswood Community Centre
- The Green Centre
- Dines Green Youth and Community Café (DG Den)

The Trust currently rents these properties for £1 per annum.

Each lease commenced on 1 October 2010, apart from DG Den which commenced in 2015, all for a term of 30 years.

17 MOVEMENT IN FUNDS

Unrestricted funds

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Unrestricted	424,752	711,771	(681,074)	2,719	458,168
	424,752	711,771	(681,074)	2,719	458,168

Restricted funds

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
DAWN	73,211	207,312	(194,586)	-	85,937
Community Connect	6,896	116,338	(92,754)	-	30,480
Playschemes	24,987	80,363	(56,365)	-	48,985
JOY (formally ASHA)	17,790	99,377	(72,698)	-	44,470
Job Coach	-	122,064	(121,430)	(634)	-
Children in Need (formerly BBC CIN)	12,583	9,350	(19,825)	-	2,108
Loneliness Project	-	37,697	(38,458)	761	-
Clothworkers WFH Equip	2,278	-	(1,792)	(486)	-
Snack and Chat Salaries	12,000	6,000	(13,937)	-	4,063
Way Outreach work	6,330	-	-	-	6,330
My Home Helper	3,200	(2,200)	-	-	1,000
Sports Partnership Grant	4,550	-	(4,365)	-	185
Loneliness Funding Nov 2021 to Mar 2022	-	49,489	(24,464)	-	25,025
Homework Club Horizon	-	1,353	-	-	1,353
Community Renewal Fund	-	50,505	(1,037)	-	49,468
Living Room project	-	2,000	-	-	2,000
Peoples Health Trust	-	2,360	-	(2,360)	-
	163,825	782,008	(641,711)	(2,719)	301,404
TOTAL FUNDS	588,577	1,493,779	(1,322,785)	-	759,572

17 MOVEMENT IN FUNDS - continued

Unrestricted funds – comparative

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
Unrestricted	125,090	775,433	(500,981)	25,210	424,752
	125,090	775,433	(500,981)	25,210	424,752

Restricted funds – comparative

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
DAWN	22,498	134,939	(84,226)	-	73,211
Community Connect	7,249	131,592	(124,006)	(7,939)	6,896
Playschemes	2,091	25,368	(2,472)	-	24,987
JOY (formally ASHA)	13,490	96,608	(92,308)	-	17,790
Job Coach	-	93,301	(94,538)	1,237	-
Children in Need	4,063	13,942	(5,422)	-	12,583
Loneliness Project	656	25,923	(26,579)	-	-
Peoples Health Trust	3,708	7,124	(12,703)	1,871	-
Prime Foundation Funding	1,327	-	-	(1,327)	-
Big Lottery COVID Funding	-	99,947	(82,952)	(16,995)	-
Clothworkers WFH Equip	-	4,980	(2,702)	-	2,278
Snack and Chat Salaries	-	12,000	-	-	12,000
Sport England Grant	-	10,000	(7,943)	(2,057)	-
Way Outreach work	-	6,330	-	-	6,330
My Home Helper	-	3,200	-	-	3,200
Sports Partnership Grant	-	4,550	-	-	4,550
	55,082	669,804	(535,851)	(25,210)	163,825
TOTAL FUNDS	180,172	1,445,237	(1,036,832)	-	588,577

18 FUND DESCRIPTIONS

DAWN (Domestic Abuse Working Network)

The DAWN project supports women who have experienced or are experiencing domestic abuse in the community. It provides individual support to enable and empower people to make informed decisions to effect their own changes. This year DAWN was funded by the Hopmarket Charity and the Police and Crime Commissioner.

COMMUNITY CONNECT

A large-scale project connecting people who are socially isolated, have low level mental health problems or long-term health conditions, to professional services and to each other. Help, support and training is provided in the community to make positive lifestyle changes to improve physical and mental health and wellbeing. This project is funded by Big Lottery, Reaching Communities, from November 2017.

KIDZPLAY (PLAYSCHEMES)

Funding provided to deliver holiday playschemes in our communities. Supported by Worcester Municipal Charities and DfE Holiday Activity and Food (HAF) programme along with other smaller grant funders in this year.

JOY (ASHA)

Funded by the Big Lottery's Reaching Communities program to support vulnerable and disadvantaged women to gain the skills and confidence they need to move into volunteering and employment opportunities.

JOB COACH

Funding provided to employ a job coach under a national scheme called Building Better Opportunities. The scheme has a specific focus on those who are out of work, including those that may be claiming JSA, ESA, Universal Credit or Income Support.

CHILDREN IN NEED

The grants received from Children in Need is to support Children's after school clubs across our centers.

RE-DECORATING

This grant was received from the Big Lottery fund to help us fund some re-decorating at our centers.

OTHER SMALL FUNDS/PROJECTS (<£3,000)

This includes local trips, fetes, community celebration events, coaching projects and groups like drama groups and after school clubs. Donors include local councilors and local charities. These funds have ceased and have now been transferred into general funds.

LONELINESS PROJECT

This is the Reconnections project that has run through previous years. This was a pilot and has now been commissioned through Worcestershire County Council (Public Health) to support anyone aged over 18 years.

A pilot project funded through a social investment bond, led by Age UK Herefordshire and Worcestershire, and delivered by a partnership of local volunteers, including WCT leading in Worcester City. The service brings together people's skills and experience from within the community to provide mutual support for older, isolated individuals.

PEOPLES HEALTH TRUST

Funded for an initial 12 months period, from September 2020, the Older, Wiser and Loving Life Project was designed to support residents in Ronkswood to develop a programme of activities to address loneliness and social isolation and improve mental health and wellbeing for local people. There is an established steering group made up of local people who promote resident led solutions within the community, empowering local people to share their voice on service design.

FUND DESCRIPTIONS CONTUNED....

PRIME FOUNDATION FUNDING

A fund to provide activities and support for young people across Worcester City who would benefit from accessing new experiences promoting positive mental health and wellbeing. Activities were supported by our skilled youth workers and included outdoor pursuits, enhancing communication skills, confidence and teamwork.

BIG LOTTERY COVID FUNDING

Funding towards additional staff costs (JOY/Connectors) and staff training during Covid-19 Pandemic.

CLOTHWORKERS WFH EQUIPMENT

Funding for desks, chairs etc. homeworking equipment for staff working at home during the Covid 19 pandemic.

SNACK AND CHAT SALARIES

Separate fund created for payment of the Catering Manager salary, funded by Eveson.

SPORT ENGLAND GRANT

Funding during pandemic for ongoing costs for maintenance and outstanding repairs.

WAY OUTREACH WORK

Funding following closure of WAY towards outreach work with Young people to reduce ASB and homelessness and improve mental wellbeing.

MY HOME HELPER

Staff costs towards project set up for 'My Home Helper', Digital access programme.

SPORTS PARTNERSHIP GRANT

Funding for Line Dancing and chair-based exercise classes.

LONELINESS FUNDING (NOV 2021 TO MAR 2022)

COMF (Contain Outbreak Management Fund) to support support local public health initiatives

HOMEWORK CLUB HORIZON

Funding to deliver a targeted homework club for primary age children from the community surrounding our Horizon hub

COMMUNITY RENEWAL FUND

locally based skills training for those furthest away from the labour market, by offering support groups and pathway training for those with barriers to education and employment

LIVING ROOM PROJECT

Funding to set up a community living room project

19 RELATED PARTY TRANSACTIONS

There were no related party transactions for the year ended 31 March 2022, nor for the year ended 31 March 2021.

20 FUND TRANSFERS

The fund transfer undertaken for the year are explained as follows:

Job Coach – to cover small difference in funding – (£634)

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2022

Loneliness Project – to cover small shortfall - £761

Clothworkers WFH Equipment – to clear fund to NIL (£486)

People's Health Trust – (£2,360) – reversal of prior year transfer from general fund

WORCESTER COMMUNITY TRUST

England & Wales - Charity number 1112342

Accounts

Registered company number: 04722577 (England and Wales)
Registered charity number: 1112342

Report of the Trustees and
Financial Statements for the Year Ended 31 March 2021
for
Worcester Community Trust



RD Accounting Limited
Chartered Certified Accountants
12C Two Locks
Hurst Business Park
Brierley Hill
DY5 1UU

Worcester Community Trust
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For the Year Ended 31 March 2021

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Worcester Community Trust
Trustees' Report
Year Ended 31 March 2021

Charity registration number	1112342
Company registration number	04722577
Trustees	George William Davidge Claire Louise Thompson Richard Alfred Soper – Chair Josephine Constance Hodges David John Pickering Bridget Lee Brickley Dennis Evans – ceased 19/01/2021 Ruth Jones – ceased 28/09/2020 Philip Fowler Gregg Scott
Registered office	The Green Centre Gresham Road Dines Green Worcester Worcestershire WR2 5QS
Independent Auditor	RD Accounting Limited 12C Two Locks Hurst Business Park Brierley Hill DY5 1UU
Management personnel	CEO – Ruth Heywood DIRECTOR OF DEVELOPMENT – Sarah Mackay DIRECTOR OF OPERATIONS – Mark Steadman – Until May 2021 CUSTOMER SERVICE & HUB TEAM MANAGER – Christine Heywood DIRECTOR OF FINANCE – Tracey Chance
Bankers	Lloyds PLC 4 The Cross Worcester Worcestershire WR1 3PY

**Worcester Community Trust
Trustees' Report
Year Ended 31 March 2021**

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report and the audited financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The charity is constituted as a company limited by guarantee and is, therefore, governed by a memorandum and articles of association (incorporated 3 April 2003). The Articles were amended in March 2010 to define the "area of benefit" as Worcester City.

Objectives and activities

As defined in the Trust's Memorandum and Articles the objects of the charity are:

- i. To promote the benefit of the inhabitants of Worcester City ("The area of Benefit") in line with The Equality Act 2010, without distinction of age, sex, sexual orientation, disability, marriage and civil partnership, gender reassignment, religion or belief, maternity and pregnancy, by associating together with the inhabitants and the local authorities, voluntary or other organisation in a common effort to advance education, relieve poverty and sickness and to provide facilities in the interest of social welfare for recreation and other leisure time occupation with the object of improving the conditions of life for the inhabitants in the area of benefit.
- ii. To establish or secure the establishment of community facilities and to maintain and manage the same whether alone or in cooperation with any local authority or other person or body. Ensuring our work delivers our aims The Trust will be locally driven, owned and controlled thus encouraging a community voice, ownership and democratic participation.

How our activities deliver public benefit

Worcester Community Trust manage 6 community centres in Worcester and run a range of community projects, which aim to change the lives of people every day. The community centres are in the areas which face greatest inequality but offer great facilities for social, leisure and sporting activity for the local community. The community projects we run include youth services, holiday play schemes, lunch clubs and services for older people and those that feel socially isolated, support to those experiencing domestic abuse and skills and training development, including construction skills. Community work is the core of all centres, providing an outlet and 'safe haven' for residents nearby, operated by people they trust and who understand their problems and needs.

The trustees have had regard to the Charities Commission guidance on public benefit.

Measurement of achievements and performance

We measure our achievement and performance by the number of people we reach and those who are involved in activities within their communities. We also use qualitative outcome measurement tools such as Outcome Stars to understand the impact we have on the lives of individuals. Projects also have their own set outcomes as defined with funders, which are assessed on an ongoing basis to ensure projects are on track and delivering.

Executive summary

2020/21 has been a year like no other. The Covid-19 pandemic has placed considerable pressure on many charities and social enterprises, with Worcester Community Trust (WCT) being no exception. Whilst the government's dedicated package of financial support has been crucial to the sustainability of the charity, it has been the flexibility and fluidity that has been shown from many of our funders that has allowed WCT to respond to the ever-changing needs of our community in Worcester. Our City and County Councils have been incredibly supportive of our work and relationships between WCT and other statutory and third sector organisations have strengthened and become more dynamic, with increased communication and opportunity for collaboration for the benefit of our communities.

**Worcester Community Trust
Trustees' Report
Year Ended 31 March 2021**

Our services have adapted and shown creativity in our approach to ensure our communities are supported. WCT has observed an increase in demand for services with the complexity of support also rising. WCT staff teams have responded with passion, determination, and professionalism. This last year has tested our resilience and we could not be prouder of what has been achieved. We know that over the coming months and years, our charity will need to continue to flex and adapt to ensure that we have the right skills in place to support our communities to rebuild and recover from this pandemic. WCT continue to be well placed, in the hearts of our communities, with the support of our local partners, to challenge disadvantage and inequality, to make a big difference to the lives of people across the city and work towards our vision to create a city where people feel connected, supported, and empowered.

Thank you.

On behalf of all staff, trustees and volunteers, Worcester Community Trust would like to thank our partners, funders, supporters, and friends who have supported us to deliver our services over the past year; without whom, we would not have been able to achieve what we have and supported our communities to the same extent. Our core values at WCT highlight our ambition to work collaboratively with local people and partners to achieve more, welcoming diversity and innovation and driving a dynamic and visionary organisation. WCT and partners have truly delivered against these values and our social objectives through the most challenging year.

Message from our Chair

First, my reflections over the past 5 years. It has been a very proud time for me to Chair the WCT Board of Trustees in the city where I was born and brought up, and to work alongside such professional and committed staff and volunteers. Looking back over this period, we have achieved so much, especially in the last 18 months, having to deal with Covid-19 and the impact it has had on so many within our city boundaries and beyond. Under the leadership of Ruth Heywood, our CEO, and the senior leadership team, we are now looking for the positive new beginning after Covid-19, and the enormous amount of work we have to do to support the people of Worcester. A big thank you goes to my co-Trustees, as I hand over the baton to the safe hands of Bridget Brickley, the new Chair of our Charity. We have exciting plans for the future, to strengthen our community support and focused projects, particularly towards the vulnerable. I am also really happy to remain a Trustee of WCT and continue to support the city I love.

Our Vision and Mission

Throughout the second half of the year, the senior leadership team and board of trustees, felt it was the right time for WCT to reflect on our Business Plan and respond to the changing needs of the community in light of the pandemic and internal organisational changes. Ongoing discussions with Worcester City Council occurred throughout the transitional process to ensure our new strategy considered the City's Recovery plan. Covid-19 has further emphasised the support required for our more vulnerable residents and has highlighted emerging needs, particularly around skills, training, and wellbeing. This strategy will also be focused on building community capacity and social capital by working on an asset-based community development model. Following a consultative process with staff and wider partners, WCT ended the year with a new 4-year strategic plan (2021-25).

Vision:

Worcester: A City where people feel connected, supported, and empowered.

Mission:

Bringing Communities Together by delivering services and activities for all.

Social Objectives

1. To provide social activities for children, young people families and for those in later life.
2. To provide specialist services for individuals affected by domestic abuse.
3. To provide quality training and support for local people seeking to enhance their skills.
4. To offer professional support and activities to build good mental health and wellbeing.

Values & Behaviours:

We Collaborate – Working together with local people and partners to achieve more.

We are Inclusive – Access for all, welcoming diversity, and valuing uniqueness.

We are Ambitious – We value innovation and creativity, driving a progressive, dynamic, and visionary organisation.

Delivering Excellence – Investing in our staff, volunteers, and infrastructure to provide quality and professional services.

Over the lifetime of the Business Plan (2016–21), WCT exceeded income through increases in grants/contracts and other income, which is attributed to an increase in Building Block activity and fundraising. The introduction of the Business Development arm of the organisation has been critical in achieving this outcome, in addition to raising the awareness and understanding of the vital services we offer.

Your support in numbers

Despite the challenges faced throughout 2020/21, WCT supported residents across the whole of Worcester City and in some cases across the County. 2247 individuals were supported directly despite the centres being closed for the majority of the year.

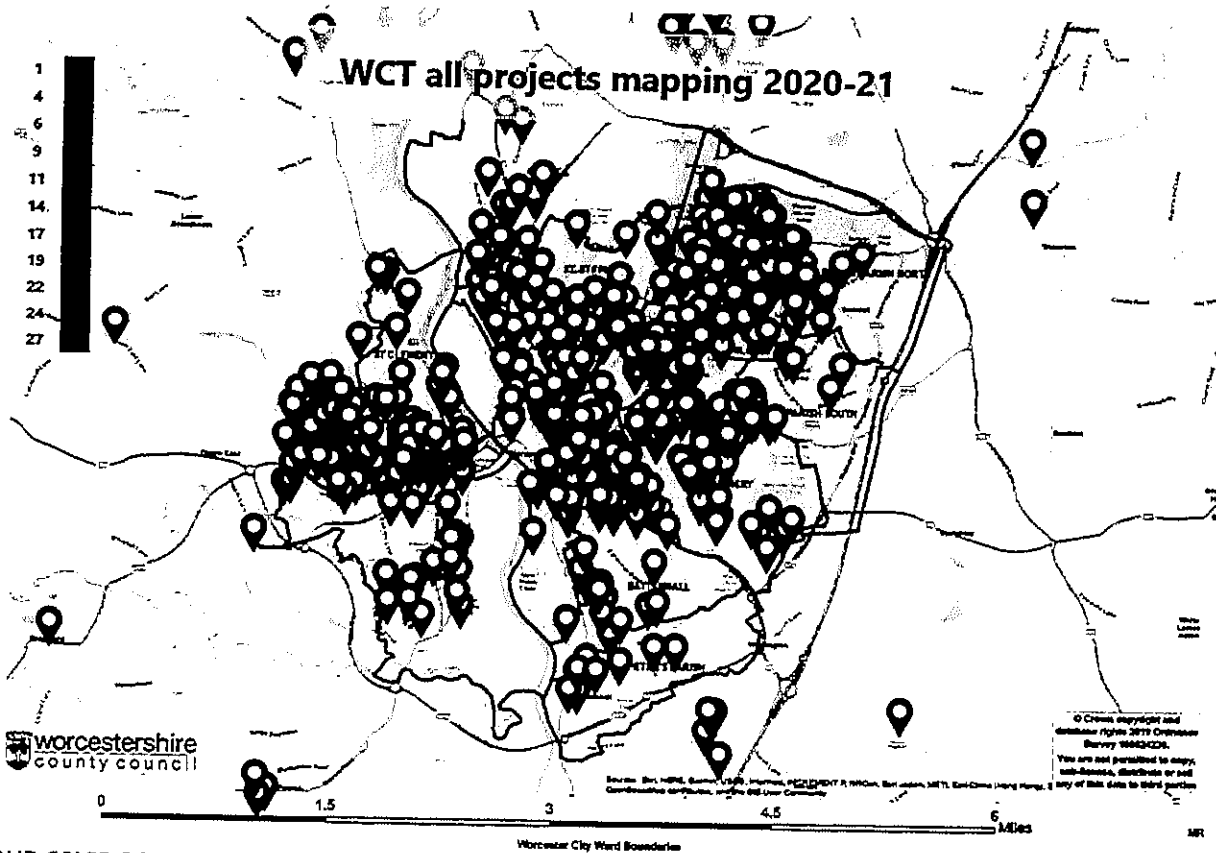
Redevelopment of our buildings

During the first lockdown in March 2021, our community hubs transitioned from busy community focal points, into emergency response nerve centres, hosting the WCT Care Package Project. The first quarter saw a significant reduction in room hire usage, due to government guidance to work from home, with the quarter income being just £8,669 compared to £65,698 in the previous year. Whilst usage increased through the summer months, due to exemptions on delivery from community building, income for the year was almost 70% lower than the previous year with total income just £86,235. Despite this drop in income, WCT staff spent time investing in internal improvements and worked with the Worcester City Council Property Team to improve the facilities.

WCT Services

WCT continues to develop and deliver community-based services to meet the demands of our local communities. Throughout this challenging year, WCT has been recognised by many partners and local businesses in making a real difference to the lives of many across the city. We are particularly proud of the emergency response project, the WCT Care Package Project, that was designed with local people to support them through the most challenging of times.

The following map represents residents across Worcester City who have accessed our services over the past 12 months. It demonstrates how we have reached communities way beyond those who live close to our hubs. Our focus for the coming year, is to ensure we, in partnership, reach more people from across all our Worcester City Wards



OUR COVID RESPONSE:

The WCT Care Package Project

In March 2020, at the height of the Coronavirus pandemic, the country was placed into full lockdown. WCT responded by establishing the Care Package Project (CPP) to support those who were isolating, shielding or in need of additional support. The CPP was designed to provide weekly wellbeing phone calls from allocated project workers. The packages consisted of a variety of non-perishable food items and wellbeing activities such as toys for children, puzzles, books, and activities. Freshly prepared nutritious meals were also provided. 2857 meals were prepared and distributed in just the first five months with over 2500 care packages delivered to the doorstep by a team of exceptional volunteers who gave over 2000 hours of their time.

YOUTH AND COMMUNITY:

Initial research following the start of the pandemic, has shown that the educational attainment gap between children from disadvantaged backgrounds and wealthier backgrounds has increased, casting doubts on social mobility. Younger workers (those aged 18-24 years) experienced the largest decrease in employment and the largest increase in unemployment. The claimant count for young people aged 18-24 has seen an annual increase of 3.5% from September 2019 – September 2020. The pandemic has had an impact on children’s holistic development and is likely to have an impact on their future educational achievement, and mental health and wellbeing, especially for vulnerable learners.

During the pandemic, all services had to respond quickly and flexibly to meet the change in need of local people. With our partners at Worcestershire County Council, WCT adapted the delivery model to provide services for children and young people online. As the year progressed, services were offered in a hybrid model, with a mix of targeted detached work, small group work face-to-face and online support. The youth team created a weekly #youthtakeover which involved fun activities including quizzes, competitions, and exercise classes. Engagement rate for just the first quarter was over 45,000 on social media. Our summer programme was slightly different to previous years and was all delivered outside, ideal for sport and physical activity. We continued to deliver an

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outreach programme with partners called Youthscape with funding from Young Solution via the National Lottery. These more focused sessions supported young people with issues around bullying, sexual health, addiction and positive mental health and wellbeing. These are all issues which WCT have always placed at the centre of our work with young people but given the impact the lockdown has had on young people's mental health; we need to ensure they continue to be delivered. Quarter three saw a further lockdown, so our delivery model again had to change. Strict risk assessments were put in place to ensure the safety of all involved.

A new project in partnership with Perryfields Community Association, Worcester City Council, West Mercia Police, Young Solutions and Worcestershire Community Foundation began in quarter three, aimed at offering new opportunities to local young people based in the community around Horizon hub. The weekly youth group offers support from professionals including youth services and employment support. The young people have engaged in education and training, enrolling into the City and Guilds Level 1 safety in construction environment training supported by the WCT BBO Job Coach team. Since the start of the project, the police have recorded a drop in anti-social behaviour by up to 76% and the project has been modelled as good practice in the area. Through the Youthscape programme, 95 young people reported an increase in feelings of positive wellbeing, 92 young people accessed one to one support and 100 accessed group supports.

Children in Need After School Clubs

Sadly, at the start of the pandemic, delivery of our face-to-face services had to end. However, support was offered over the telephone to our families offering holistic family support, signposting families to other services such as parenting classes, CAB, WCT Care Package Project and the Here2Help scheme. Our families were offered the same services mentioned above in the youth section.

Kidzplay

Our Kidzplay programme had a slightly alternative delivery model this year due to Covid-19 restrictions. With thanks to funding to Worcester Municipal Charities and the Holiday Activities and Food Programme funded through government, our model was based around delivering social activities and sport alongside a healthy meal for children to take away.

TARGETED SUPPORT

DAWN – Domestic Abuse Specialist Support

DAWN provides a service tailored to the needs of the individual, with an emphasis on individual bespoke support. This support starts with a risk assessment, safety planning and the co-development of an action plan. The action plan can include reporting incidents to the police, liaising with DARO and SNT teams and referrals to MARAC. It could also include exploring all safe housing options, accessing legal advice, support at court with both criminal and civil proceedings, benefits support, debt support and referrals to specialist agencies. DAWN also provides support at social care meetings and conferences, support through safeguarding plans and processes, support with Cafcass and child contact, and support in accessing appropriate education and care for children who have been affected by domestic violence and abuse. We also provide the Freedom programme one to one and in a group setting.

In November 2020, DAWN became funded through Public Health and the Business Rates Retention Funding, working alongside Worcestershire Children's First to deliver specialist face-to-face support to individuals across South Worcestershire. Support from the Ministry of Justice and Worcestershire Community First enabled the DAWN team to increase its capacity to support more individuals following the continued increase in need for the service.

During the first quarter, DAWN adapted from our usual face-to-face support to telephone support. The impact of lockdown on our clients was significantly challenging, with a number no longer able to access support safely. In addition, referrals into our service during this initial period of lockdown did reduce. There were significant challenges facing our clients with over a third increasing their risk status which impacted upon the capacity of our staff. Strong relationships with partners allowed the DAWN service to continue its service in a safe and meaningful way. Additional capacity has been built into the DAWN team through successful funding to the Business Rates Retention Board with support from WCC Public Health. DAWN continues to be supported through the Police and Crime Commissioner via funding through the South Worcestershire Community Safety Partnership. During 2020/21

the DAWN service supported 310 individuals, an increase in 15% compared to the previous year. There was a 54% increase in children now leading safer lives due to 255 individuals leaving abusive relationships, an increase in 15%.

In September 2020, WCT began delivery of a pilot partnership with Worcestershire County Council Public Health, West Mercia Women's Aid and Worcestershire Strategic Housing Partnership. The Ministry of Housing, Communities and Local Government (MHCLG) pilot aims to support victims who are at risk of entering and exiting temporary accommodation. The role of WCT within this partnership is to increase support for people within the community by training and supporting a range of community champions. Our Domestic Abuse Champions are supporting individuals in the communities prior to reaching crisis point and also those at risk of re-entering abusive cycles. September 2020, during a worldwide pandemic, proved a difficult time to start a community project to reach hidden victims, but it was assessed that professionals and businesses in our local community have a continuous unique opportunity and responsibility to invite victims to share their secret, offer a safe space and give the right support where a relationship is turning abusive and escalating. By getting the right advice sooner via a Domestic Abuse Champion, they are more likely to avoid reaching crisis point or need to make a homeless application to save their lives. Over the 7-month period, 35 local community Champions were trained.

WELLBEING SERVICES

A survey by the charity Mind found that almost a quarter of people who tried to access mental health services within a two-week period in April 2020 had been unable to access help. Men, of working age and people living in more deprived areas are at higher risk of suicide. The impact of the pandemic, both economically and emotionally is a major concern for suicide prevention. A Healthwatch Worcestershire Survey found that 20% of respondents said that Covid-19 was having a great deal or a lot of impact on their mental health.

The JOY Project

Our National Lottery Community Funded Project, JOY, supports women to build their confidence and move towards training, volunteering, and employment. The project has now entered its final year of delivery, so there will be a real focus on sustainability. To ensure continuity of service, coffee drop-in sessions, 121 support sessions and where possible our First Steps training programme were delivered virtually over Zoom during the first part of the year. Additional activities requested by the group included online yoga, quizzes and Stitch Train organised by Woolly Mammoth stitch works. The summer months allowed more group activities, including partnerships with local allotments, to introduce new experiences and build confidence. Throughout the year bespoke courses have been designed and delivered by the team in response to the challenges facing our women, including 'Keeping Calm in a Crisis', 'Being Free', 'Emotional Resilience', 'New Chapters' and an in-house Peer Mentor Development programme. Despite lockdown, there has been increase in access to certified courses of 15% and a significant increase in women accessing 121 and group work. There was also an increase of 13% in women supported at crisis point.

Community Connectors

Another National Lottery Community Funded Project, Community Connectors, delivered another year of positive outcomes, supporting people who are socially isolated and lack confidence in accessing services. The project was successful in securing continuation funding for an additional 4 years, and phase two of the project began in November 2021 with a clear focus on bringing people together and building community capacity where local people are at the heart of service design and delivery. The close of phase one, delivered between April and October 2020, saw all project staff focus on supporting clients on the WCT Care Package Project funded through various sources including the National Lottery Emergency Response Grant.

Throughout the year, 193 local people accessed the Community Connectors Project, 129 of these required more targeted and group and 121 sessions. The roles of our volunteers have adapted due to the pandemic with some taking on responsibilities within the Care Package Project. The closure of the hubs for most of the year has made face-to-face support more challenging and limited group delivery has had an impact on local people taking on voluntary roles within the hubs. Our focus for 2021/22 is to build our delivery and activities for local people more affected by loneliness and isolation. We aim to up-skill local people to lead on service design and to empower our local communities to take a lead, building on the asset-based community development model.

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The PLUS Service

2020/21 saw the introduction of the new Loneliness service, funded through Worcestershire County Council Public Health team. WCT are delivering part of this contract in Worcester City as a sub-contractor for Onside Advocacy. The PLUS service (People Like Us) has been modelled on best practice from the Reconnections Service with the age group adapted to all adults over the age of 18 years who would benefit from support to reduce isolation and loneliness through connecting with others and support to become more active and engaged in our communities. Throughout this year, 114 individuals have been supported which is an increase in 84%.

Snack and Chat

This year has been extremely challenging for our Snack and Chat team and clients alike. With our older clients facing the most vulnerability, our model of serving freshly cooked dinners alongside entertainment had to flex to a home delivery model with a weekly welfare telephone call. Snack and Chat formed the basis of our emergency Care Package Project and served 527 local elderly individuals. Despite the ongoing challenges facing our more isolated clients, over 61% of clients reported a reduction in loneliness attributed to the support given over the telephone and the weekly care package from the team.

SKILLS AND TRAINING

Household income is an important tenet and a risk factor impacted by Coronavirus. Economic impacts are significant and disproportionately affect low-skilled workers and low-income households. There is an increased risk of the number of families suffering financial hardship or moving closer to unemployment as a consequence of Covid-19. Many of our services users felt digitally excluded throughout the lockdown period. Households with earnings over £40,000 per year are 47% more likely to have full digital skills. Over the three-month period between March and May 2020, the number of households on Universal Credit increased by 57% and number of households with child dependents on Universal Credit increased by 34%. There is a clear focus in the WCT Strategic Plan 2021-25 to focus on the development of training and skills for our communities.

The Building Block

Unfortunately, we have been unable to deliver to our full potential at the Building Block due to social distancing restrictions this year. Despite not being open for a significant part of the year, the Building Block still delivered a range of accredited and non-accredited training for local people, with a 2% rise, supporting 99 people over five months with extremely restricted numbers at each session. Exciting news to expand the Building Block with accelerated Towns Fund money has allowed the team to carefully plan the growth and development of training and skills in the construction sector. The subscription list for evening courses continues to build and the team look forward to the extension of the Block being completed to allow our service to expand. The Building Block continues to hold accreditation to deliver City and Guilds and LCL awards, with a 3-year reapproval audit passed with flying colours. Our Building Block team of staff and volunteers have worked hard to ensure the Community Hubs have been Covid secure to allow our services to continue safely.

Building Better Opportunities (BBO) Job Coaches

The pandemic has highlighted that even through the most challenging of times, the BBO team are able to design creative and flexible approaches to support our clients. With all face-to-face contact ceasing early into the pandemic, support was transitioned online with 'wet' signatures being collected on the doorstep or through the postal service. Despite the considerable challenges, and a significant drop in employment opportunities for our clients, BBO continued to thrive and WCT were seen to be at the forefront of innovative working. Social media engagement was essential as referrals into the project during the first half of the year significantly dropped. Support around housing, addiction, debt, positive mental health, and wellbeing were areas of focus for our job coaches especially during the first half of the year. 76 local people were supported through the programme, with 26 moving into education or training and 18 moving either into job searching or employment. BBO supports individuals furthest away from training, education, or employment with multiple barriers: 50% have a disability, 41% lack basic skills and 82% are long term unemployed (longer than 6 months prior to starting on the programme).

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Investment in our staff

WCT were fortunate to receive funding from covid emergency grants. A proportion of this funding saw an investment in staff development and training. We recognise that our staff have faced huge challenges this year and so investment in them and their development is key to offering the highest quality of services to our communities.

Collaborations and Partnerships

WCT has developed relationships with a range of new partners this year. WCT could not have delivered and achieved what we have without working collaboratively and innovatively with our colleagues and partners across the County and beyond:

Action for Children
Advance Trust
C+D Cleaning Services
Cherry Orchard Primary School
Christopher Whitehead School
Citizens Advice Bureau
City and Guilds
Corbett Medical Practice
De Montford School
De Montford Medical Centre
Dines Green Primary School
Evesham Street Pastors
Financial Advice Centre Ltd
Franche Primary School
Freedom Leisure
Get Safe - WCC
Great Malvern Primary School
Healthwatch
Heat 4 health
Hope Church
Ipsley Academy School
JCP and DWP
LCL Awards
Maggs Day Centre
Malvern Hills Volunteering Forum
Martin Lakeman Consultancy
NHS IPS Employment Specialist
Oasis Academy Hub Warndon
Oldbury Park School
Onside Advocacy
PAUSE
Parkinson Wright Solicitors
Perryfield Community Association
Pilotlight
Pitmaston Primary School
Platform Housing

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Probation Service
Reablement Service
Rooftop Housing group
Riverside School
Sanctuary Housing
Seek & Reach
Shaw Trust
St Johns School
St Pauls Hostel
St Richards Hospice
Studdart Kennedy
Time to Change
Tolladine Renewal Group
Vestia Community Housing
Worcester Environmental Group
Worcester Municipals Charity
West Mercia Women's Aid
Westlands First School
Women Who Worcestershire
Worcester City Council
Worcester Wheels
Worcestershire Ambassadors
Worcestershire Children's First
Worcestershire Community First
Worcestershire County Council
Worcestershire Liaison and Diversion Service
Wychavon DC
Youth Offending Team
YSS Young Solutions

Our Funders and Supporters

WCT would like to share our deepest thanks to all our supporters over the past 12 months. This year we have developed new relationships with new funders and our local business community has been extremely generous in their support and donations. Thank you to the following:

A and E Clarke Charitable Trust - Ronkswood Lunches
Awards for all – National Lottery
BBC Children in Need - Additional Grant Children in Need detached work
BSA British Science Association - BSA BRITISH SCIENCE Support towards Science week
CAF - Coronavirus support package
Clothworkers Foundation - Funding for Home working equipment
Community First – to enable our Covid-19 response
Worcester Municipals Charity - Consolidated funding for Youth and Play support
Co-op – ongoing support and donations of food
Daisy Miller - Christmas fundraising with Santa Logs
Eveson - EVESON CHARITABLE EVESON TRUST GRANT – Snack and Chat and Covid-19 response
Groundwork UK - Food care package

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Harrison Clark Rickerbys - Coronavirus Food donation
Izzy Lewis 'The Wheelie Big Cycle'
Kings School - Donation from Christmas Jumper Day
Lasletts Charities
Legal and General - Food package donation
Moto Novo - Charity Drive for CPP
Nathan Tompkins Trust - Funding towards Mental Health Training
Neighbourly Ltd - Care package donation
One family Foundation - CPP grant payment
Onside Ltd – Delivery of the PLUS project
Peoples Health Trust - PEOPLE'S HEALTH TR PEOPLES Payment No 2
Platform Housing – ongoing support for Covid-19 response
Royal Albert & St Swithins - Donation for coronavirus fund
Sanctuary Group - Care package grant
Severn Trent - Grant toward Care packages
Spacehive - Fundraising for DAWN
Sport England - Grant towards maintenance payments
Sports Partnership Herefordshire and Worcestershire - Active Herefordshire and Worcestershire Tackling Inequalities Grant
St Martin's United Charities - Grant towards Horizon Youth
The Big Lottery – The JOY Project and Community Connectors
The Duckworth Trust - Donations for Care Package resources
The Rotary Club - Donation to CPP Rotary Club
Waitrose - 500237 Waitrose donation from Christmas fundraising
West Mercia Police & Crime Commissioner
Western Power - Funding from Western Power nominated by Nigel Huddleston MP towards Covid
Western Power - Western Power funding towards Christmas
Weston Charity - Pilot Light Project
Worcester Action for Youth
Worcester Charities Parish
Worcester City Council
Worcester City Parish Relief in Need Charity
Worcester Lions Club
Worcestershire Community Foundation
Worcestershire County Council
Worcestershire County Councillors funding
YMCA Worcestershire
Young Solutions

Moving forward

A high proportion of our service users and volunteers were required to shield during 2020, creating anxiety around returning into our hubs to access support. There must be increased investment and co-ordination in our recovery plans to ensure those who are most impacted by the Covid-19 economic and health crises are not left behind. Our response to Covid-19 demonstrated the contribution that communities make to public health, and as a third sector organisation, we believe we are closer to our more marginalised groups allowing us to respond quickly. This sense of community is essential for our health and wellbeing.

WCT will build on the success and growth over the past 3 years, and work with our partners through targeted and strategic plans to deliver a place-based approach with community at the heart of the solution. Our priorities within our new strategy consider the impacts of Covid-19 on our communities and we will work with our communities to build a strong community infrastructure and supportive social networks to build resilience. Recent data has shaped our new strategic plan and will allow WCT to make formative and strategic decisions around our onward travel and development.

Our work will be based around four main pillars of delivery:

1. Skills and Training

Strategic Goal: Development of Training and Skills arm

We will expand our Training and Skills provision to increase the support, range and level of skills and qualifications local people can access from our hubs by 2025 with a focus on supporting young people.

Rationale: Evidence suggests that there is an increasing number of residents with no qualifications. Worcester City has also been identified as a 'social mobility cold spot' ranked 290/324.

2. Youth and Community

Strategic Goal: Devolved Power to Communities by establishing six Community Hub Associations

We will establish a structure which empowers local communities to come together, shape services and lead on designing activities from their community hubs using the Asset Based Community Development Model (ABCD) model.

Rationale: We have identified that people living in deprived wards of our city feel less able to influence local services. We know that by engaging and empowering local people to shape service design and delivery, they will have strong feelings of belonging and resilience. Local people will take the lead in designing services and activities for the community by implementing an ABCD Model.

3. Targeted Support and 4. Wellbeing Services

Strategic Goal: Sustain and Strengthen Service Delivery focused on Wellbeing and Domestic Abuse Support

We will work with our partners to identify opportunities for growth, to sustain and strengthen the delivery of targeted, professional, and quality services.

Rationale: We have observed a continued increase in the demand for our specialist services and anticipate this demand to continue to grow post Covid-19, particularly around wellbeing and domestic violence. The wellbeing of all our residents is likely to have been impacted following Covid-19.

In addition to our four pillars of delivery WCT will focus on the following three areas of development, extracted from the WCT Strategic Plan:

Strategic Goal: Create a Sustainable Financial Model

We will review the breakdown of total income and create sustainable income streams specifically reviewing our Fundraising Strategy, Marketing and Communications Plan and Lettings Income Policy. We will work with our partners to invest in our Community Hubs to reduce energy costs and control expenditure where possible.

Strategic Goal: Implement Strong Organisational Development and Governance

We will ensure that we have a robust and flexible organisation that can scale effectively, with improved governance processes, greater staff and volunteer development opportunities and a fit for purpose organisational structure including ongoing trustee development.

Strategic Goal: Work with our Partners to Invest in our Assets.

We will work with Worcester City Council to re-purpose and re-model our existing Community Hubs to create more energy efficient and sustainable hubs offering flexible spaces for hire and service delivery which, will enable WCT to respond to the anticipated increase in demand for professional services post Covid-19.

Financial Review

The main contributor to unrestricted funds this year has been a contribution of grants and lettings income. Lettings income has reduced by £175,386 to £85,882. The trust is developing a lettings income policy to maximise future lettings income however it is anticipated that the income from lettings will not return to the same level for at least 24 months. Throughout the pandemic, the trusts financial subcommittee met on a monthly basis to review scenarios and monitor the funds analysis.

General unrestricted reserves had a surplus of £299,662 – this is mainly attributable to significant government and charitable grant support provided in response to the COVID crisis. As a result, our unrestricted funds have increased to £424,752. Restricted funds show a surplus of £108,743 which can be explained by receiving funding to deliver enhanced and new services including an expansion to DAWN, Community Connectors, and the new PLUS service.

Whilst the level of unrestricted reserves has increased, the charity is still operating in delicate times. Ongoing quarterly meetings to monitor scenarios and reassess spend will occur.

Investment policy and objectives

Although reserves have increased the charity does not have a formalised investment policy as there is not deemed to be substantial accumulated funds. Therefore, the charity holds a number of deposit bank accounts to spread the risk in respect of the government guarantee scheme, whilst offering an improved return.

Reserves policy

A review of reserves policy altered the aim for the charity to hold free reserves in unrestricted funds to a level that equates to a minimum of four months total annual expenditure. The trustees consider that this level will provide enough funds available to cover variations in staffing and overhead costs in the medium term. At the end of March 2021, the balance held as unrestricted current assets were £424,752 compared to four months expenditure of approximately £346,000. The trust expects that unrestricted reserves will fall to near this level in the coming years due to ongoing investment within the charity.

Going Concern

At the date of approving these financial statements the Trustees believe the charity to be a going concern and management accounts are being prepared on a monthly basis to monitor the charities reserves position to ensure this is appropriate.

Fund-raising standards information

The charity does not undertake any significant public fundraising activities however our trustees and management have been made aware of the relevant regulations and code of funding raising practice.

Trustees' responsibilities

The trustees, who are also directors of the charity for the purposes of company law, are responsible for preparing the Trustees' Annual 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 period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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Trustees' Report
Year Ended 31 March 2021

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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein, in our capacity as company directors, on and signed on the board's behalf by:

Richard Alfred Soper, Trustee

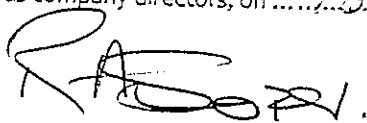
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Year Ended 31 March 2021

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- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein, in our capacity as company directors, on10th Dec 2021... and signed on the board's behalf by:



Richard Alfred Soper, Trustee



**Worcester Community Trust
Independent Auditor's Report
Year Ended 31 March 2021**

Opinion

We have audited the financial statements of Worcester Community Trust (the 'charitable company') for the year ended 31 March 2021 which comprise the statement of financial activities, balance sheet, cash flow statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

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

There is an inherent risk that our audit will not detect all irregularities, including those resulting in material misstatement in the financial statements or non-compliance with regulation. This risk is greater in respect of fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

Together with our detailed transaction testing, we assessed the risk of material misstatement as a result of fraud by making direct enquiries with management. We did not identify any significant fraud risk factors.

For 2020/21 the risk of irregularities and fraud has increased due to the COVID-19 pandemic which has created additional income streams (e.g. Council Premises Grants, COVID specific grants, Furlough/Job Retention Scheme). The pandemic also changed how the charity operates and provides value to its users, thus increasing the risk of being unable to fulfil grant contract requirements. Together with the above, the speed of the pandemic and how quickly the related income/government support schemes were introduced further increases the risk of fraud and error. We have considered all of the above within our audit and undertaken additional testing and procedures to enable us to better detect any irregularities.

Worcester Community Trust
Independent Auditor's Report
Year Ended 31 March 2021

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

Other matter – prior year comparatives

The prior period financial statements were not audited, therefore we do not express an opinion on the prior year statement of financial activities (SOFA). However, we have obtained sufficient, appropriate audit evidence that the opening balance do not contain misstatements that materially affect the current period's financial statements.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

RD Accounting Limited (Statutory Auditor)
Chartered Certified Accountants
12C Two Locks
Hurst Business Park
Brierley Hill
DY5 1UU

Date:

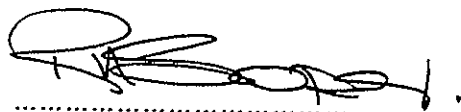
Worcester Community Trust
Statement of Financial Activities (Including Income & Expenditure Account)
Year Ended 31 March 2021

		Unrestricted funds	Restricted funds	2021 Total	2020 Total
	Note	£	£	£	£
Income and endowments from:					
Donations and legacies	3	18,575	630	19,205	40,146
Charitable activities	4	356,954	668,704	1,025,658	530,675
Investment Income (bank interest)		32	-	32	-
Other trading activities	5	131,321	470	131,791	364,338
Other income	6	268,551	-	268,551	-
Total		775,433	669,804	1,445,237	935,159
Expenditure on:					
Charitable activities	7	(500,981)	(535,851)	(1,036,832)	(967,135)
Net income / (expenditure)		274,452	133,953	408,405	(31,976)
Transfers between funds					
Transfers between funds	20	25,210	(25,210)	-	-
Net movement in funds	17	299,662	108,743	408,405	(31,977)
Reconciliation of funds:					
Total funds brought forward	17	125,090	55,082	180,172	212,149
Total funds carried forward	17	424,752	163,825	588,577	180,172

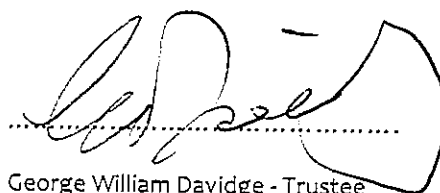
Worcester Community Trust
Balance Sheet
Year Ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Fixed assets					
Tangible assets	12	-	-	-	-
Current assets					
Debtors	13	14,765	34,693	49,458	31,696
Cash at bank and in hand		452,157	189,682	641,839	256,636
		466,922	224,375	691,297	288,332
Creditors: amounts falling due within one year	14	(42,170)	(60,550)	(102,720)	(108,160)
Net current assets / (liabilities)		424,752	163,825	588,577	180,172
Total assets less current liabilities		424,752	163,825	588,577	180,172
Net assets / (liabilities)		424,752	163,825	588,577	180,172
Charity Funds					
Restricted funds	17			163,825	55,082
Unrestricted funds	17			424,752	125,090
Total charity funds	17			588,577	180,172

The financial statements were approved by the Board of Trustees on and were signed on its behalf by:



Richard Alfred Soper – Trustee



George William Davidge - Trustee

Worcester Community Trust
Cash Flow Statement
Year Ended 31 March 2021

	2021 £	2020 £
Cash flow from operating activities		
Cash generated from operations	385,203	(14,442)
Net cash flow from operating activities	<u>385,203</u>	<u>(14,442)</u>
Net increase in cash and cash equivalents	385,203	(14,442)
Cash and cash equivalents at the start of the reporting period	256,636	271,078
Cash and cash equivalents at the end of the reporting period	<u>641,839</u>	<u>256,636</u>

Reconciliation of net income/(Expenditure) to net cash flow from operating activities

	2021 £	2020 £
Net income/(Expenditure) for the reporting period (as per the statement of financial activities)	408,405	(31,977)
Adjustments for:		
Depreciation charges	-	984
(Increase) / decrease in debtors	(17,762)	11,477
Increase / (decrease) in creditors	(5,440)	20,074
Increase / (decrease) in provisions	-	(15,000)
Net cash provided by (and used in) from operating activities	<u>385,203</u>	<u>(14,442)</u>

1 COMPANY INFORMATION

The charity is a company limited by guarantee. The members of the company are the Trustees named in the Report of the Trustees. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements.

2 ACCOUNTING POLICIES

BASIS OF PREPARATION

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

INCOME RECOGNITION

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably. Income received in respect of renting the charities facilities is recognised as income once the event has taken place. Grants are recognised when entitlement, certainty and measurement conditions have been met. Donations are included as and when received.

EXPENDITURE RECOGNITION

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

SUPPORT COSTS ALLOCATION

Most expenditure is allocated directly to the fund to which it relates. General overheads are recharged to funds via a management fee which is determined by the trustees, dependent on the project.

TAX

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

TANGIBLE FIXED ASSETS

Tangible fixed assets are stated at cost less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended. Assets with a value of less than £1,000 are not capitalised.

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

Fixtures and fittings	25% on cost
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2 ACCOUNTING POLICIES – continued

DEBTORS RECEIVABLE AND CREDITORS PAYABLE WITHIN ONE YEAR

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure. The charity does not hold any complex financial instruments.

CASH & INVESTMENTS

Any cash held in bank accounts that is accessible within one month is not considered to be an investment and is therefore recognised as cash on the balance sheet.

LEASES

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

EMPLOYEE BENEFITS

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

DONATED GOODS, FACILITIES OR SERVICES

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refer to the trustees' annual report for more information about their contribution.

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

The trustees consider that the rental market value of the community centres and other properties provided to the charity at a peppercorn rent cannot be measured accurately due to their unique purpose and locations. There are therefore no donated facilities transactions recognised in respect of these facilities. Please see the trustees report for further details.

FUNDS

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

GOING CONCERN

Please refer to the going concern note in the report of trustees on page 5.

3 INCOME FROM DONATIONS AND LEGACIES

	2021 £	2020 £
Donations	19,205	40,146
	<u>19,205</u>	<u>40,146</u>

4 INCOME FROM CHARITABLE ACTIVITIES

Grants received, included in the above, are as follows:

	2021 £	2020 £
Big Lottery - Community Connect	130,878	124,511
Worcester County Council - Youth/Positive activities	80,670	80,670
Big Lottery - JOY	96,608	84,326
Big Lottery – COVID Support Grant	99,947	-
Worcester City Council - Management Grant	75,360	73,567
Worcester City Council – Additional Grants	81,380	-
Big Lottery - Job Coaching	93,301	48,860
Worcester City Council - DAWN	134,939	18,367
Age UK / PLUS Loneliness Project	25,923	22,506
The Worcester Consolidated Municipal Charity (Play)	38,480	18,432
Children In Need	13,925	10,000
Worcester Councillor's Grants / Funding	10,500	8,220
Peoples Health Trust	7,085	14,170
Young Solutions (Kids Play)	6,091	-
Eveson Charitable Trust – Snack and Chat funding	12,000	-
Eveson Charitable Trust – COVID Support	10,000	-
CAF Bank – COVID Support	10,000	-
A and E Clarke Charitable Trust – Ronkswood Lunches	5,000	-
Grants and Support for COVID Care Packages	16,349	-
Fortis Living – Various	-	6,388
Other Miscellaneous Grants	1,987	2,619
Prime Foundation Funding	-	5,494
Clothworkers Foundation (Home Working Equipment)	4,980	-
Sports England (Maintenance)	10,000	-
Sanctuary Housing	-	1,000
Worcester City Council - Other miscellaneous grants	-	1,259
Co-operative – Ronkswood	-	1,612
Rowlands Trust	-	2,723

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2021

	2021	2020
	£	£
Grants received continued...		
West Mercia Police & Crime Commissioner	-	2,660
Worcester County Council - DV Funding	-	2,250
Harrison Clark – COVID Donation	11,000	
Severn Trent – Care Packages	5,000	
Worcester County Council – Care Packages / Food Pack	2,000	
Other Care Package / Food grants	4,500	
Weston Charity – Pilot Light Project	6,500	-
Worcester Action for Youth – Outreach	6,000	-
Sports Partnership – Tackling Inequalities	4,550	-
Young Solutions – youthscape project	5,992	-
Worcester Community Foundation – meals for school children	5,000	-
St Martin’s United Charities	1,000	
Worcester Community Foundation	3,000	
YMCA Worcestershire	2,513	
Community First (Digital Access group)	3,200	
Worcester Play Council	-	1,040
	1,025,658	530,675
5 INCOME FROM OTHER TRADING ACTIVITIES		
	2021	2020
	£	£
Room hire	85,882	261,268
Subscriptions and activities	45,909	103,069
	131,791	364,336
6 OTHER INCOME		
	2021	2020
	£	£
HMRC COVID Job Retention Scheme (Furlough)	76,704	-
Council Premises Grants (COVID Restrictions)	191,847	-
	268,551	-

7 EXPENDITURE

All expenditure is undertaken for charitable purposes and is summarised as follows:

	2021 £	2020 £
Premises costs	98,056	118,745
Staff costs (including training / consultants)	759,294	646,737
Direct costs of activities	77,834	129,917
Professional fees	9,561	6,726
Depreciation	-	984
Fees, Licences & Insurance	23,384	19,985
IT, Telephone & Office costs	68,703	44,041
	<u>1,036,832</u>	<u>967,135</u>

Expenditure allocated by fund is shown in note 16.

8 NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging:

	2021 £	2020 £
Depreciation – owned assets	<u>-</u>	<u>984</u>

9 AUDITOR'S REMUNERATION

Fees payable to the charity's auditor for the audit of the charity's annual accounts is £3,772 (2020: £796 – Independent Examination Fee / non-audit) and preparation of management accounts, payroll and general support/meetings of £7,038 (2020 - £3,324).

10 TRUSTEES REMUNERATION AND BENEFITS

The trustees neither received nor waived any remuneration or other benefits during the year ending 31 March 2021 (2020: £Nil)

TRUSTEES EXPENSES

There were no trustees' expenses paid for the year ending 31 March 2021 (2020: £Nil)

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2021

11 STAFF COSTS

The average monthly number of employees during the year was 53 (2020: 47). The average full time equivalent was estimated to be 29 (2020: 26)

The total staff costs and employee benefits were as follows:

	2021 £	2020 £
Wages and salaries	683,996	582,889
Social security	42,547	37,451
Employer Pension costs	10,434	10,607
Redundancy costs	-	-
	<u>736,976</u>	<u>630,947</u>

The above pension costs represent the total employer contributions into defined contribution schemes for the year.

Total remuneration paid to key management personnel during the year was £118,085 (2020: £108,382). This excludes employers pension contributions. Employers pension contributions paid to key management personnel during the year was £2,605 (2020: £4,870)

No employees received total employee benefits of more than £60,000.

12 TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2020	133,115
Additions	-
Disposals	-
At 31 March 2021	<u>133,115</u>
DEPRECIATION	
At 1 April 2020	133,115
Charge for the year	-
Eliminated on disposals	-
At 31 March 2021	<u>133,115</u>
NET BOOK VALUE	
At 31 March 2021	<u>-</u>
At 31 March 2020	<u>-</u>

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2021

13 DEBTORS

	2021 £	2020 £
Trade debtors	42,315	31,696
Prepayments and accrued income	7,143	-
	<u>49,458</u>	<u>31,696</u>

14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	6,785	584
Other tax and social security	15,046	11,722
Deferred income	60,550	43,382
Accrued expenses	20,339	52,472
	<u>102,720</u>	<u>108,160</u>

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2021

15 DEFERRED INCOME

	2021	2020
	£	£
Brought forward	43,382	45,315
Received during the year	380,007	206,904
Amounts released to income	<u>(362,839)</u>	<u>(208,837)</u>
Carried forward	<u>60,550</u>	<u>43,382</u>

Incoming resources are deferred in accordance with section 5.24 of the Statement of Recommended Practice (FRS102) whereby income is subject to performance-related condition.

The above relate to Community Connectors (£9,692), JOY (£25,819), Worcester City Council – Building Block Funding (£15,000) and DAWN (£10,039) restricted funds.

16 LEASES

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2021	2020
	£	£
Not later than one year	1,634	1,634
Later than one and not later than five years	-	-
	<u>1,634</u>	<u>1,634</u>

The Trust leases the following properties in order to carry out its purposes:

- The Tolladine Community Centre
- The Horizon Community Centre
- The Wardon Community Centre
- The KVG Community Centre
- The Ronkswood Community Centre
- The Green Centre
- Dines Green Youth and Community Café (DG Den)

The Trust currently rents these properties for £1 per annum.

Each lease commenced on 1 October 2010, apart from DG Den which commenced in 2015, all for a term of 30 years.

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2021

17 MOVEMENT IN FUNDS

Unrestricted funds

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
Unrestricted	125,090	775,433	(500,981)	25,210	424,752
	125,090	775,433	(500,981)	25,210	424,752

Restricted funds

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
DAWN	22,498	134,939	(84,226)	-	73,211
Community Connect	7,249	131,592	(124,006)	(7,939)	6,896
Playschemes	2,091	25,368	(2,472)	-	24,987
JOY (formally ASHA)	13,490	96,608	(92,308)	-	17,790
Job Coach	-	93,301	(94,538)	1,237	-
Children in Need	4,063	13,942	(5,422)	-	12,583
Loneliness Project	656	25,923	(26,579)	-	-
Peoples Health Trust	3,708	7,124	(12,703)	1,871	-
Prime Foundation Funding	1,327	-	-	(1,327)	-
Big Lottery COVID Funding	-	99,947	(82,952)	(16,995)	-
Clothworkers WFH Equip	-	4,980	(2,702)	-	2,278
Snack and Chat Salaries	-	12,000	-	-	12,000
Sport England Grant	-	10,000	(7,943)	(2,057)	-
Way Outreach work	-	6,330	-	-	6,330
My Home Helper	-	3,200	-	-	3,200
Sports Partnership Grant	-	4,550	-	-	4,550
	55,082	669,804	(535,851)	(25,210)	163,825
TOTAL FUNDS	180,172	1,445,237	(1,036,832)	-	588,577

Worcester Community Trust
Notes to the Financial Statements
Year Ended 31 March 2021

17 MOVEMENT IN FUNDS - continued

Unrestricted funds - comparative

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2020 £
Unrestricted	121,632	571,213	(568,542)	787	125,090
	<u>121,632</u>	<u>571,213</u>	<u>(568,542)</u>	<u>787</u>	<u>125,090</u>

Restricted funds – comparative

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2020 £
DAWN	31,765	20,867	(30,134)		22,498
Community Connect	20,661	127,630	(141,042)		7,249
Playschemes	1,889	27,614	(27,412)		2,091
JOY (formally ASHA)	12,715	84,776	(84,001)		13,490
Job Coach	6,216	48,860	(55,076)		-
Children in Need	5,488	10,316	(11,741)		4,063
Re-Decorating	10,750	30	(10,780)		-
Small funds (<£3,000)	1,033	-	(246)	(787)	-
Loneliness Project	-	24,015	(23,359)		656
Peoples Health Trust	-	14,344	(10,636)		3,708
Prime Foundation Funding	-	5,494	(4,167)		1,327
	<u>90,517</u>	<u>363,946</u>	<u>(398,594)</u>	<u>(787)</u>	<u>55,082</u>
TOTAL FUNDS	<u>212,149</u>	<u>935,159</u>	<u>(967,136)</u>	<u>-</u>	<u>180,172</u>

18 FUND DESCRIPTIONS

DAWN (Domestic Abuse Working Network)

The DAWN project supports women who have experienced or are experiencing domestic abuse in the community. It provides individual support to enable and empower people to make informed decisions to effect their own changes. This year DAWN was funded by the Hopmarket Charity and the Police and Crime Commissioner.

COMMUNITY CONNECT

A large-scale project connecting people who are socially isolated, have low level mental health problems or long-term health conditions, to professional services and to each other. Help, support and training is provided in the community to make positive lifestyle changes to improve physical and mental health and wellbeing. This project is funded by Big Lottery, Reaching Communities, from November 2017.

KIDZPLAY (PLAYSCHEMES)

Funding provided to deliver holiday playschemes in our communities. Supported by Worcester Municipal Charities and the Bransford Trust along with other smaller grant funders in this year.

JOY (ASHA)

Funded by the Big Lottery's Reaching Communities program to support vulnerable and disadvantaged women to gain the skills and confidence they need to move into volunteering and employment opportunities.

JOB COACH

Funding provided to employ a job coach under a national scheme called Building Better Opportunities. The scheme has a specific focus on those who are out of work, including those that may be claiming JSA, ESA, Universal Credit or Income Support.

CHILDREN IN NEED

The grants received from Children in Need is to support Children's after school clubs across our centers.

RE-DECORATING

This grant was received from the Big Lottery fund to help us fund some re-decorating at our centers.

OTHER SMALL FUNDS/PROJECTS (<£3,000)

This includes local trips, fetes, community celebration events, coaching projects and groups like drama groups and after school clubs. Donors include local councilors and local charities. These funds have ceased and have now been transferred into general funds.

LONELINESS PROJECT

This is the Reconnections project that has run through previous years. This was a pilot and has now been commissioned through Worcestershire County Council (Public Health) to support anyone aged over 18 years.

A pilot project funded through a social investment bond, led by Age UK Herefordshire and Worcestershire, and delivered by a partnership of local volunteers, including WCT leading in Worcester City. The service brings together people's skills and experience from within the community to provide mutual support for older, isolated individuals.

PEOPLES HEALTH TRUST

Funded for an initial 12 months period, from September 2020, the Older, Wiser and Loving Life Project was designed to support residents in Ronkswood to develop a programme of activities to address loneliness and social isolation and improve mental health and wellbeing for local people. There is an established steering group made up of local people who promote resident led solutions within the community, empowering local people to share their voice on service design.

FUND DESCRIPTIONS CONTUNED....

PRIME FOUNDATION FUNDING

A fund to provide activities and support for young people across Worcester City who would benefit from accessing new experiences promoting positive mental health and wellbeing. Activities were supported by our skilled youth workers and included outdoor pursuits, enhancing communication skills, confidence and teamwork.

BIG LOTTERY COVID FUNDING

Funding towards additional staff costs (JOY/Connectors) and staff training during Covid-19 Pandemic.

CLOTHWORKERS WFH EQUIPMENT

Funding for desks, chairs etc homeworking equipment for staff working at home during the Covid 19 pandemic.

SNACK AND CHAT SALARIES

Separate fund created for payment of the Catering Manager salary, funded by Eveson.

SPORT ENGLAND GRANT

Funding during pandemic for ongoing costs for maintenance and outstanding repairs.

WAY OUTREACH WORK

Funding following closure of WAY towards outreach work with Young people to reduce ASB and homelessness and improve mental wellbeing.

MY HOME HELPER

Staff costs towards project set up for 'My Home Helper' , Digital access programme.

SPORTS PARTNERSHIP GRANT

Funding for Line Dancing and chair based exercise classes.

19 RELATED PARTY TRANSACTIONS

There were no related party transactions for the year ended 31 March 2021, nor for the year ended 31 March 2020.

20 FUND TRANSFERS

The fund transfer undertaken for the year are explained as follows:

Community Connectors – (£7,939). To cover the cost of staff training and training suite.

Peoples Heath Trust – £1,871. Overspend, covered via general fund.

Prime Foundation Funding – (£1,327). To cover overhead costs.

Big Lottery COVID funding – (£16,995). To cover centre costs and internal training/resources.

Sport England Grant – (£2,057). To cover centre salaries for water testing.