

Annual Report and Financial Statements 2024/25

Groundwork London

(A company limited by guarantee)

18 – 21 Morley Street

London

SE1 7QZ

Registered Charity No. 1121105

Registered Company No. 04212532 (England and Wales)

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Report of the Trustees for the year ending 31 March 2025

The trustees are pleased to present their annual directors' report together with the consolidated financial statements of the charitable company and its subsidiaries for the year ending 31 March 2025 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Groundwork London's operational focus is primarily on London; the City of London and the 32 London Boroughs. Groundwork London is also the sole company member of Groundwork South whose operational focus is on the South East and South West regions of England, and that part of the District of Three Rivers within the Colne Valley Regional Park. Where specialist services are required, these are delivered across both Trust areas by specialist teams.

Both Trusts have a Board of Trustees who are principally responsible for the strategic oversight and governance of Groundwork activities within their operational areas. Each Trust has its own business plan defining the activities it plans to deliver in its area of operation. Each Trust will produce an Annual Report and Financial Statements. This report includes the consolidated financial statements of Groundwork London and its subsidiaries, details of charitable activities within the two operation areas will be described separately within each company's annual report.

Chair's Report

Groundwork London works with communities across the capital to transform their lives and the places they live. At a time when London faces significant social, economic and environmental challenges our work has never been more necessary,

Over 2.5 million Londoners are living in poverty, many struggling with inequality, poor health and wellbeing, food and fuel poverty, and the escalating effects of changing climate. Our work supports these diverse and vulnerable communities to find practical, long-term solutions to many such challenges.

Despite the challenges of delivering services in the current economic climate, we completed over 500 projects to a value of £26.03m.

We did not do this on our own. The strength of our approach lies in the relationships we build and maintain with our funders and partners across the public, private, and voluntary sector, and within the communities themselves.

We offer our sincere thanks and appreciation to our staff, trustees, partners, and volunteers for all the hard work and passion they continually give to everything they do. It reminds us that we all share a vision for the future: where every Londoner can thrive and benefit from a greener, safer, healthier, and more equitable city.

We are pleased to present our 2024/25 Annual Report, demonstrating the difference we've made to the lives of thousands of Londoners.

As a member of the Groundwork Federation, we are proud to support our neighbouring Trust Groundwork South as our wholly owned subsidiary. Groundwork South has changed significantly in the last three years to ensure efficient and effective delivery of high-quality services across the South East and South West of England and will present its own Annual Accounts.

Whilst we take this time to reflect on our successes to date, it's important to also look towards the future. We know that the social, economic and environmental impacts have been immense and will be felt for many years to come, and that the poorest of our communities will be the most greatly affected.

We will continue to create and deliver services to meet the changing needs of London and its most in need communities, by working to three key strategic objectives:

- **Improving people's prospects** - delivering support to increase the confidence, skills, well-being, and employability of young people and adults.
- **Creating better places** - supporting communities to work together in making their neighbourhoods safer, healthier, greener, and more resilient to climate change; and enabling their active involvement in the decision-making concerning the services in their area.
- **Promoting greener living and working** - helping people, organisations, and businesses to learn more about their environmental impact and how they can behave more sustainably; addressing food and fuel poverty; and improving health and wellbeing.

We thank you all and look forward to working with you.



Alan Smith
Chairman

About Groundwork

Vision

Our vision is of a society of sustainable communities which are vibrant, healthy and safe, which respect the local and global environment and where individuals and enterprise prosper.

Mission

Creating a better future where people, places and the environment thrive through practical action.

Our core values:

- **Equality and Diversity** - valuing differences, addressing individual needs and barriers and ensuring inclusion accessibility and equity
- **Innovation and Learning** - continuously seeking creative, new and better ways of working
- **Co-production and Collaboration** - making decisions together with communities and ensuring their voices define and transform the issues that affect them
- **Integrity and Professionalism** - maintaining high personal and professional standards
- **Partnership** - collaborating with communities, public bodies, educational institutions, private companies and voluntary organisations to maximise benefits to people, places and businesses
- **Sustainability** - preserving resources, protecting ecosystems, reducing waste and building community resilience

Our Approach

- **We support those in most need** - we provide targeted and inclusive support tailored to address the specific needs of vulnerable, excluded or diverse communities and tackle material hardship and poverty by building skills and capacity
- **We work with others** - we collaborate with individuals, communities, Local Authorities, the Mayor of London and other public sector organisations, regional bodies, the private sector and the voluntary/charitable sector to bring about positive and lasting change in London
- **We join things up** - we bring our skills and expertise and forge strong partnerships that enable us to deliver maximum impact for communities and maximum value for money for those who help us do it
- **We embed equity and inclusion in everything we do** – seeking out a diversity of viewpoints, both in the work we do and the people we employ
- **We collaborate and innovate** - we pilot and test new solutions and approaches and embed successful practice in our future work and share our learning with others
- **We act as environmental champions** – delivering practical action to combat climate and nature emergencies and measuring and reducing our own environmental impact
- **We measure our impact** – we focus the time and resources, as well as work with others, to really understand the impact of our work and the social value we are achieving
- **We operate within the Federation of Groundwork Trusts** - sharing learning and identifying local opportunities to national programmes, as well as collectively mobilising practical community action to accumulate impact on poverty and environmental issues right across the UK

Objectives and Activities

Charitable Objectives

Groundwork London's charitable objectives are set down in its Articles of Association, they include:

- to advance public education in environmental matters and other ways of better conserving, protecting and improving the same wheresoever;
- to advance the education of the public in subjects relating to sustainable development and the protection, enhancement and rehabilitation of the environment and promote study and research in such subjects;
- to promote the efficiency and effectiveness of charities in the direct furtherance of their objects; And within the area defined as London, the South East and South West regions of England, and that part of the District of Three Rivers within the Colne Valley Regional Park;
- to promote the conservation, protection and improvement of the physical and natural environment
- to provide facilities in the interest of social welfare for recreation and leisure time occupation with the objective of improving the conditions of life for those living or working in or resorting to the area;
- to promote for the public benefit urban and rural regeneration in areas of social and economic deprivation;
- to promote sustainable development for the benefit of the public;
- to promote the efficiency and effectiveness of the voluntary sector for the benefit of the public by the provision of information, support and advice to local community-based groups.

Strategic Objectives

To deliver our charitable objectives we:

- Create and deliver programmes and projects to meet the needs of local communities:
 - Improving people's prospects
 - Promoting greener living and working
 - Creating better places
- Build productive relationships and partnerships, influence and shape policies and share learning
- Maintain a strong, viable business, achieving excellence in service delivery

Public Benefit Statement

All Groundwork London's activities contribute to the achievement of our strategic aims & objectives and are undertaken to further our charitable purposes for the public benefit. Our main activities and who we try to help are described below. We review our aims, objectives and activities each year in the Business Planning process. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity and the benefits they have brought to those groups of people we are established to help. The review also helps us ensure our aim, objectives and activities remained focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Grant Making Policy

The Trust administers applications for various grants schemes on behalf of partnerships with local authorities and other Public Agencies. The Applications are reviewed against specific criteria and business objectives, which are set out by the grants panels and awarded to constituted groups.

Strategic Report

Working with Groundwork South

Groundwork London is a member of the Groundwork Federation, together we are working locally and nationally to transform lives in the UK's most disadvantaged communities. In 2017 Groundwork London agreed to provide financial support and to become the sole company member of Groundwork South, to enable the Groundwork South Trust to continue to deliver Groundwork services in areas of need.

Groundwork South continues to operate with its own identity, its own geographical focus and with its own Board of trustees as an independent charity and company limited by guarantee. We are proud to support the Trust which has undergone significant change to ensure the effectiveness and efficiency in its operations whilst continuing to deliver high quality services across the South East and South West of England.

In future years, Groundwork South will continue to operate as an independent Trust and will benefit from both Trusts working together through executive, finance and support services functions. Groundwork South, does not currently deliver all 'Groundwork services' across its area, in future, highly specialised services will be provided with leadership from Groundwork London whilst delivery will continue to be embedded in local areas; and delivered by the Groundwork South team.

Groundwork South has produced its own annual accounts for 2024/25. Their annual report and accounts demonstrate the considerable contribution the Trust is making to Changing Places and Changing lives in the South East and South West of England.

Financial Review

Groundwork London has determined to voluntarily provide a Statement of Financial Activity for 2024/25, as well as the required consolidated accounts for Groundwork London and Groundwork South (as its wholly owned subsidiary) for the same period.

The consolidated statement of financial activities for Groundwork London and for Groundwork South for the year ended 31st March 2025 shows a total income of £27.857m. The consolidated balance sheet shows total Funds of £11.579m of which £3.595m is designated and restricted reserves.

Groundwork London's subsidiary, Groundwork South, has a surplus at 31 March 2025 of £47,731. Groundwork South made financial losses in the years in and prior to 2018/19. Following a restructure of governance and management in 2018, GWS is now operating at a surplus with £41,684 confirmed in the statutory accounts for the year ending 2023/24 and previously £79,537 in 2019/20, £8,952 in 2020/21, £191,906 in 2021/22 and £211,273 in 2022/23. This has achieved a balance sheet surplus of £16,909 at 31st March 2025.

GWS is committed to retaining surpluses until GWS has 180 days of unrestricted reserves which we estimate will take 2 years. As explained in the Trustee Report, by virtue of the loans from GWL, GWS continues to operate as a going concern.

The remainder of this Strategic report focuses on Groundwork London.

Related Party Transactions

The Trust is supported by Groundwork UK and the national Federation of Groundwork Trusts and has strong links and collaborative working arrangements with other Trusts within the Federation. Each Trust is an independent charity, but they all share a similar ethos. Each Trust is responsible for its own management and administration, and for developing and delivering projects, that meet its objectives and core purposes.

The SORP determines that a charity is not necessarily related to another charity simply because a particular person happens to be a trustee of both. It will only be related if one charity subordinates its interests to the other charity in any transaction because of this relationship. The Federation of Groundwork Trusts and other Groundwork Trusts are therefore not considered to be related parties under the definition of the SORP and the grants made by the Federation to individual Trusts do not require separate disclosure.

Strategic Report

Groundwork London's principal focus is on delivering activity to meet the needs of London and Londoners.

Achievements and Performance

As London's population approaches 9 million, with an estimated 2.3 million people living in poverty, and with the city facing an evolving and increasingly complex set of challenges, our work is more critical than ever.

Over the past year, our staff teams have worked tirelessly to deliver much-needed services to communities most in need. We delivered more than 600 projects, focusing on the most disadvantaged and hardest-hit communities, while continually adapting our ways of working in response to political, social, economic, and growing environmental challenges.

Our work was delivered in partnership with local authorities, housing associations, London regional agencies, the private sector, and other voluntary organisations. We have progressed positive working relationships within the London Boroughs of Haringey, Camden, Croydon, Barnet, Brent, Islington, Hammersmith & Fulham, Ealing, Hounslow, Wandsworth, Lambeth, Southwark, Lewisham, Newham, Hackney, Waltham Forest, Enfield, the Royal Boroughs of Kensington & Chelsea, Kingston-Upon-Thames and Greenwich, and the City of Westminster and London.

We continued to build on productive relationships with regional bodies, and in particular the Greater London Authority (GLA), delivering 46 programmes involving regional support and delivery agencies. As part of our strategic work, we continued to serve on the Cross River Partnership Board, the All-London Green Grid Steering Group, deliver the Greenspace Skills Hub on behalf on the Mayor's academy programme and our Community Interest Company – *Our ParkLife* with Equans, Renaisi and Idverde.

We delivered 25 projects involving Housing Association partners, reflecting the needs of their residents and neighbourhoods. We developed new and strengthened existing relationships with corporate partners, through employee volunteering engaging with 77 organisations.

In 2024, we agreed on our new Groundwork London 2030 strategy through Trust-wide engagement, seeking the input, views, and ideas from Trustees and our colleagues across the organisation. The strategy development took place over 3 months, starting with 'spotlight' sessions led by colleagues to showcase their work and explore ideas for future working; external input looking at the national framework in which we operate and the context of London; and Trust wide sessions focused on what we deliver, exploring what is needed by London and Londoners and the role Groundwork London should play over the next 5 years. Our 2030 strategy underpins our annual Business Planning and is reflected in the future plans section of this report.

As part of this process, we held a staff team event, *Building Our Workplace Together*, providing colleagues with an opportunity to share their thoughts, ideas, and hopes for improving everyone's experience at work. These facilitated sessions covered a range of topics: learning and growing together; supporting health and wellbeing; improving communication; our team and our culture; providing an effective workspace for all; empowering our work with technology; and building a greener future together. Underpinning every discussion was the question of how we could improve in the context of equity, diversity, and inclusion.

A wide range of actions have since been taken forward under the oversight of the Trust's Senior Leadership Team. Highlights include: a monthly internal newsletter led by staff contributions; monthly office meetings in our main offices; informal get-togethers to connect and learn about each other and the organisation, including the annual picnic and BBQ; and the promotion of activity groups such as running and yoga. Our staff induction continues to evolve, and our annual training programme covers a broad array of core subjects, including line management, project management, and safeguarding, with EDI embedded throughout, as well as dedicated sessions on anti-harassment and equal opportunities.

Our cross-team Environment Group continues to support delivery of our Environmental Management System (and ISO14001 accreditation objectives) and to monitor and report on carbon emissions. We have created and published a carbon reduction plan, setting out our commitment to reduce emissions by 50% by 2035 on a pathway to achieving net zero by 2050.

We delivered several other business performance and improvement measures: retaining environmental management standard ISO14001, which we have held since 2008; maintaining our Health & Safety standard CHAS; and Achilles which covers quality, health and safety, environmental sustainability/CSR and carbon management. We also maintained our accreditation as 'Disability Confident' in our recruitment practises and we retained our Matrix accreditation in recognition of the advice and guidance we offer our trainees and volunteers.

In support of our staff team, we continue to provide a Health Cash plan, which enables staff to reclaim costs against certain essential health services. We have maintained our wellbeing notice board featuring resources such as the Groundwork Employee Assistant Programme with helplines, counselling, online resources, and staff have contributed articles and photos about their work and interests to our regular staff newsletter. We have in place a Mental Health First Aid network to support both our staff and volunteers. We have also continued to offer mental health awareness training to many senior managers and other staff across the Trust.

We have delivered an incredible range of work during the year, our achievements, described below, are a result of the exceptional time and effort of our colleagues across the Trust being innovative and determined to continue to support individuals and communities in need.

Improving people's prospects – *delivering support to increase the confidence, skills, well-being, and employability of those furthest removed from the labour market, in particular, young people.*

We believe that supporting people into long-term, sustainable work brings them the economic and social stability that can be life changing and is a key factor contributing to strong and thriving communities. This is why we deliver employment and skills programmes in London. Through these programmes, we help hundreds of Londoners every year to grow in confidence, gain new skills, and take that step into work. We work with young people, people with disabilities or health conditions, refugees, and many other Londoners who are facing barriers to employment. In 2024/25 we supported over 1,260 people with employment information, guidance and advice and 480 into jobs with over 60% sustained for at least 6 months into jobs.

In partnership with our private and public sector employers, we deliver **training and pre-employment programmes** designed to increase the confidence, skills, and overall employability of Londoners facing the greatest barriers to employment.

Through 2024/25 we continued to deliver our **DWP Restart** contract in Hounslow supporting people who had been out of work for at least six months, and this was extended for another two years. 350 people were supported during the year, of whom 40% found work. We commenced rebuilding our Employability programme that had suffered through the cessation of EU funding at the end of 2023, securing new contracts to support **older workers in Westminster** and **Ukrainian refugees in Southwark**.

We have expanded our green skills offer into a family of projects supporting London's grounds maintenance and horticulture industry to recruit and diversify, helping more unemployed Londoners to find their first job in the sector. Our **Green Space Skills Hub** entered its fourth year, and with our partner Capel Manor College, almost 1,550 Londoners were trained, of which 542 secured work. For those unemployed people who lacked entry level skills for the sector we have delivered Level 1 and 2 Vocational Horticultural courses. For those needing most support, we offered training and six months of work experience on our green teams. Our Green Teams delivered landscaping schemes in six London Boroughs and grounds maintenance contracts for clients including City of London, Grosvenor and Bedford Estates.

In addition to the jobs offered on our Green Teams, we continued to offer waged training places in **Westminster Wheels** and 80% of those secured long term work on completion. Westminster Wheels has thrived, greatly valued by the Church Street community and traders where it has given a second life to over 2000 unwanted bikes and serviced the bikes of 5000 Londoners.

Those jobs we created on the **Green Teams** and in Westminster Wheels were only possible with the considerable funding we continued to receive from Grosvenor Estate's Greener Futures programme. During the year, with their support we piloted *Routes Into Retrofit* which will bring those same opportunities for unemployed Londoners seeking work in building renovation and energy improvements.

During 2024–25, **The Nest, Young People's Mental Health Services, Southwark** strengthened its role as a leading provider of mental health services for young people in Southwark. Services were externally evaluated by *Impact for Urban Health*, which confirmed robust outcomes, far-reaching engagement, and continued responsiveness to community needs. During the year, The Nest under 11-year-service received 79 referrals & accepted 61% (48). For 11–25-year-olds we processed 483 referrals and accepted 48% (232).

Evaluation highlighted that we are supporting almost 1 in 5 of all children and young people mental health referrals in Southwark. Average waiting times were 3 and a half months compared to 12–18 months for NHS specialist service's, with no notable gaps between demographic groups. 95% of young people rated their support positively and nearly two-thirds of those aged 11–25 showed clear improvements in wellbeing.

Our **Strengthening Fathers Programme** supported 140 fathers with experience in the criminal justice system to rebuild family relationships and strengthen emotional connections. Over 160 children and young people were directly involved, and 310 indirectly, through advocacy meetings, activities, mentoring, through conflict resolution and healthy relationships training and workshops including peer to peer support groups and whole family sessions. Our **Strengthening Families Programme** for parents and carers of young people aged 11–24, (primarily from African-Caribbean and mixed communities) was delivered by a therapist and family practitioner, and included workshops, peer support, and one-to-one guidance. Externally evaluated by *Corum* the service received 64 referrals and accepted 88% (56).

Findings showed that 94% of parents/carers reported improved mental health (45% 'to a large extent'), with a marked improvement in life satisfaction (+25%), happiness and worthwhileness (+10%) and reduced anxiety (–25%). Young people involved in the programme received fewer behavioural sanctions at school and attendance increased from an average of 50% to 87%. Parents also reported increased understanding of school policies and greater confidence to advocate for their children.

Our **School Engagement Team** delivered classroom-based interventions to raise awareness of mental health, support Year 6–7 transitions and reduce absenteeism. We engaged with 31 schools (a 31% increase from 2023–24), running 305 sessions and reaching over 9,500 young people, parent/carers and staff.

As part of a national initiative, our **Mental Health Support Team (MHST)** works across Southwark's primary and secondary schools providing early intervention and prevention support for children, young people, their families and staff. The team offers free help for wellbeing concerns such as anxiety, phobias, challenging behaviour, low mood and depression, in schools across Southwark. In 2024–25, we expanded to over 30 schools (16 Primary and 14 Secondary), processed 469 referrals, and accepted 88% (414) for support. Activities reached 21,234 children, young people, parent/carers and staff - an increase of 31% on the previous year.

The **Roots Service** launched in 2024, the Roots service provides therapy (individual, group, systemic family therapy, CBT groups and single-session parent workshops) for children aged 5–17 and their families in Waltham Forest alongside the borough's mental health services. Delivery takes place in family hubs, libraries, schools, and online. Young people are referred by schools, GP surgeries and other local services. We focus on breaking down barriers for children and young people from minority backgrounds and supporting those with neurodiverse needs. During the year, we received 156 referrals; worked with 151 young people and 151 families.

In the last quarter of the year, our Waltham Forest work expanded to oversee the **School Mental Health Ambassadors Project**, currently in 4 schools. This peer-support programme trains 18–25s to mentor secondary students with mild mental health needs.

The project aligns with clinical standards and includes referral screening, clear inclusion/exclusion criteria, robust case management, safeguarding, and clinical supervision of the School Mental Health Ambassadors. So far, over 25 young people have received peer support, with 100% reporting the help as positive and that they would recommend the service to a friend. The programme also provides Ambassadors with valuable work experience and professional development, building employability skills.

Funded by the Berkeley Foundation, the **Youth Leadership project** delivered 12 cohorts of a 14-week programme combining personal development and social-action. Compared to 2023/24, we worked with 84% more young people. Of 193 participants, 177 reported improved leadership skills, 163 increased employability for the future green economy and 157 improved resilience and mental wellbeing. Additionally, 157 reported better access to green spaces, and 170 felt more confident to drive change on issues that matter to them.

In 2024/25 we significantly scaled up delivery of **mental health care and prevention**. One-to-one therapy rose to 5,982 sessions (+ 130%) and 7,094 clinical hours (+94%), while group delivery increased to 1,420 sessions (+ 137%). Total attendance more than doubled to 34,473 (+112%), enabling thousands more young people, parents/carers and staff to access timely support. This growth strengthens early help; eases pressure on statutory services and embeds whole-school and community capacity—demonstrating a step-change in access and impact across our mental-health contracts. These results position Groundwork London as a high-performing, evidence-led partner of choice for commissioners, schools and communities.

Our **Volunteer Centres** in Kingston and Barnet continue to grow and evolve, supporting people to find volunteering opportunities in their community and helping organisations strengthen their volunteer management practices. In 24/25, we supported 225 organisations through training and one-to-one guidance, helping them create new roles and improve volunteer management. Over 1800 new volunteers were registered with Volunteering Barnet and Volunteering Kingston and more than 300 new volunteer roles were promoted.

We codesigned borough-wide volunteering strategies in Kingston and Barnet to make volunteering accessible, inclusive and a high-quality experience. The [Barnet Volunteer Strategy](#), launched in June 2023, set out a shared vision: *‘Together we build stronger communities by embracing and empowering volunteering.’* Progress against strategy goals in 24/25 included: producing Easy Read documents and short explainer videos to improve accessibility; supporting sanctuary seekers to take up volunteering with tailored role-matching; expanding youth volunteering opportunities and launching a dedicated Young Volunteers section on the Volunteering Barnet website; piloting a Time Credits scheme to recognise and reward volunteers. The Kingston Volunteer Strategy will be launched in June 2025.

In Barnet and Waltham Forest, we completed the final year of **Food Hub** delivery. The hubs redistributed surplus and purchased food to foodbanks and food aid organisations, helping to reduce food insecurity for residents. Over the year, we supported more than 30 foodbanks and food aid organisations, distributing over 474,000kg of food - equivalent to over 760,000 meals - while preventing 543,814 of CO₂ by diverting food from waste. As Local Authority funding come to an end in both boroughs, we supported the establishment of local initiatives to fill the gap. In Barnet, this included a volunteer led daily distribution of surplus food to foodbanks.

Promoting greener living & working – *helping people /and businesses learn more about their environmental impact and act responsibly to reduce natural resource use and improve their health.*

Fuel poverty continues to affect London’s most vulnerable residents, with some GLA modelling showing that it could potentially impact as many as 24% of London households. It’s families with young children, the elderly and those with existing health conditions that suffer the most acute effects of this through mental stress, poor health, and wellbeing.

During 2024/25 our **Green Doctors** supported over 2,400 households in fuel poverty, helping people save more than £325,000 through our energy saving advice and free devices. We installed 4,993 free energy saving devices (including LED bulbs, radiator panels and draught proofing), helping London households cut 1200 tonnes of CO₂ emissions. Alongside our Home Visit Service, we delivered energy saving outreach events, engaging over 2,000 people with advice, free ‘keep warm’ packs and referrals into our service. We also saw households facing rising debt, particularly over the winter, as high energy costs left many unable to clear debts. We supported people with debt write-off applications and set up sustainable repayment plans.

London faces growing water stress due to climate change (extremes of hotter, drier summers and less predictable rain patterns), population growth and rising demand. One of the solutions, is for domestic properties and businesses to use, and waste, less water. In partnership with Groundwork South, we have supported people to reduce their water use, fitted water saving devices and leak fixes through our **Water Efficiency programme**. Together we delivered over 25,000 visits to customers of Thames Water (5,055), Affinity Water (17,312), Wessex Water (2,724) to reduce their water consumption. These visits reduced average consumption by about 60 litres per household per day, or up to 300 litres where leaks were identified and fixed. Customer satisfaction remained high, with average scores of 9/10 and Net Promoter Scores above 70%.

Our Thames Water funded 'Smarter Business Visit' programme delivered savings of 10.1 megalitres (ML) per day, focusing on schools and other high footfall venues. Additional non-household water efficiency visits, delivered with Groundwork South, achieved water savings of 5ML per day (South-West Water), 1.67ML per day (Southern Water) and just under 1.5MLD for (South East Surrey Water).

We also supported Thames Water on pilot projects to reduce storm overflow events, installing 89 devices at 89 properties in Potters Bar and 66 devices at 59 properties in the Lye Valley area of Oxford, receiving excellent customer and client feedback.

Our community reuse hub, **The Loop Grahame Park Estate**, established in 2015 as part of the EU LIFE funded *REPURPOSE* programme, continues to provide essential services for local communities. We collect unwanted furniture and household appliances from residents' homes, repair them and resell them at low cost. The Loop also acts as a community hub, engaging volunteers and delivering workshops and training in repair and crafts. All sales income is reinvested into the project to purchase workshop equipment and fund more local events and free training. In 2024/25 we implemented a new digital sales system with online capabilities and invested in a new van for deliveries and collections, increasing capacity, reach and reliability. The site also offers year-round opportunities for smaller corporate groups to volunteer and gain hands-on experience of furniture upcycling.

Across all our reuse programmes diverted over 612 tonnes of waste from landfill and achieved overall savings of over 10,697 tonnes of CO₂ emissions.

As part of our health focused work, our team of 18 **Social Prescribing** Link Workers (SPLWs) supported over 5,100 patients across Hounslow GP practices in 2024/25, addressing non-clinical health needs such as mental health, housing issues (mould & damp), homelessness, employment, and social isolation. Patients were referred to over 130 specialist organisations, and wellbeing scores improved by an average of +0.81 points (ONS scale).

In December 2024, we introduced a **specialist Link Worker** at West Middlesex Hospital to support frequent users of Emergency Departments. Since the launch 125 patients have been supported with referrals covering mental health, urology, gastrological, cardiology, alcohol and drug addiction, diabetes, chronic pain and dermatological issues and social support, helping to reduce A&E attendances.

The London Borough of Barnet (LBB) Public Health commissioned us to engage with young people, parents/carers and delivery stakeholders (including school nurses, School Age Immunisation Services (SAIS) providers) to understand barriers and attitudes towards Human Papillomavirus (HPV) vaccination.

The project targeted communities with lower uptake of the vaccine, including Turkish, Jewish, Romanian, Black African, Black Caribbean, Jewish and Persian/Farsi speaking groups. We engaged 150 individuals through focus groups and one to one discussion providing insight into both practical and cultural barriers.

Key themes identified included, lack of clear accessible information for young people and their parents/carers before the vaccine is offered, specifically via reputable sources in community languages; concerns that the HPV vaccine will promote sexual activity; uncertainty around whether the vaccine is necessary; and concerns about safety and side effects relating both to HPV and vaccines more broadly.

Recommendations are now being taken forward by Barnet Public Health and shared across North Central London boroughs.

Creating better places – *supporting people to work collectively to make their surroundings greener, safer, and healthier and be actively involved in the way decisions are made about services in their area.*

We managed a broad portfolio of **Grant programmes** in 2024/25 distributing £9.5m on behalf of national, regional and local partners, to support nearly 650 grass roots community organisations across London. We have focused on grant administration opportunities that reflect the breadth of our own delivery services, allowing us to share valuable insight with partners and beneficiaries on codesign, effective selection and delivery. Funded projects have supported public space enhancement, tree planting, green travel choices, energy efficiency, community safety integration, access to culture, skills development and employment.

Through the grants programmes and the delivery of our own services - including community gardening, corporate volunteering and the work of our Landscape Design Team - 173 hectares of land was improved in London.

Our **Landscape Design** Team's expertise is reflected in its expansive project portfolio spanning core areas, such as climate adaptation and resilience; biodiversity and water management; SuDS (Sustainable Urban Drainage Systems) design (in both new landscapes and challenging retrofit schemes); training in SuDS design and management; planting and design to improve air quality; innovative natural, incidental and formalised play spaces; improved access to open and green spaces; therapeutic landscapes, and revitalising historic landscapes and heritage assets.

Our approach is to codesign with local communities, ensuring that projects reflect residents' aspirations and priorities. This year we continued to deliver therapeutic green spaces for the NHS, improve and enrich the well-being of patients, staff and visitors and provide opportunities for social prescribing.

At the **John Scott Health Centre**, for example, we designed the garden with raised beds for the gardening group and sensory planting with a medicinal theme and biodiverse habitats. The space also accommodates outdoor exercise and innovative, low maintenance decking and benches made from Plastecowood; a carbon neutral product made from 100% UK waste plastic.

Building on our successful project at **John Burns Primary School**, we have worked with LB Richmond and Wandsworth on projects to reduce flood risk and alleviate pollution to water courses, improve biodiversity and create greener public spaces. Highlights include a new on-street SuDS rain garden in Barnes and a SuDS retrofit on a Mortlake social housing estate, working with Richmond Housing Partnership (RHP) and Mortlake Hall through the Community BlueScapes Ideas Fund.

This year also saw the launch of our **SuDS/Green Infrastructure training** course with Capel Manor College. Our first cohort, from the London Borough of Barnet explored how SuDS and green infrastructure can reduce flood risk and enhance biodiversity. The 3-day training course included site visits to our flagship SuDS retrofit project at Queen Caroline Estate in Hammersmith, and covered topics such as construction and maintenance of SuDS and green infrastructure, the purpose and benefits of SuDS; climate change resilience; and the four pillars of SuDS: water quantity, water quality, amenity, and biodiversity.

We embarked on the second year of a two-year **Knowledge Transfer Partnership** with the University of East London, helping the Trust to realise **Biodiversity Net Gain** opportunities on land owned by Groundwork South (Goblin Combe in Bristol) and on sites owned by local authorities and private landowners in East Sussex.

In 2024/25, Groundwork London our **Communities** team were commissions by the GLA Resilience Team to work with partners, to develop a city-wide programme of community resilience, drawing on Groundwork's Communities Prepared model. This work led to the **Communities Prepared Toolkit** and **Climate Connected Communities** a new GLA-funded programme designed to help London's communities strengthen resilience to climate risks and extreme weather. The first London Community Resilience Toolkit provides a practical guidance to help local groups prepare for, respond to and recover from future challenges and emergencies. It covers mapping community assets and partners, developing and supporting volunteers, and making effective use of community spaces.

In March 2025, we concluded our **Afghan Refugee Resettlement** programme as part of London Borough of Hackney's commitment in the Afghan Relocation and Assistance Scheme funded by the Home Office. From 2021 to 2025, we provided intensive support to seven families including welcome booklets, benefit applications, school and college enrolments, and GP and dentist registrations. Personalised Support Plans affordability assessments and housing move-on plans were created. Ongoing support has also included ESOL courses, employment advice and health referrals, and integration as well as access to hardship and furniture funds.

Educational events were held on housing and wellbeing and E-visa applications completed for all family members. The project successfully supported families to improve self-sufficiency, overcome barriers and integrate into their community.

London Borough of Tower Hamlets commissioned Groundwork London in consortium with ReLondon, to deliver community engagement as part of the borough's 'Let's rethink Recycling' campaign. With a borough wide target to raise recycling rates from 17.7% to 23% by March 2025, activities focused on improving recycling knowledge and participation, held in primary schools and mosques in five neighbourhoods. Engagement included sessions with 9 mosques (800+ people) and 19 schools (725 children). Children and teachers rated the sessions 4.2 out of 5, with 75% of children saying they had learned 'quite a lot' or a 'lot', while 87% of teachers said the sessions linked well to the curriculum that they were studying.

As part of Islington Council's efforts to tackle the climate emergency and create a more sustainable future, the council launched Islington Greener Together in March 2022. The programme invited residents, businesses and community groups to help shape a more environmentally friendly future by bringing their green ideas to life. Groundwork London was commissioned to deliver the 2-year sister programme, **Islington Greener Together Champions** programme 2023-2025.

We devised and facilitated 32 bespoke training events for the growing network of 154 Champions and we designed and distributed a Maintenance Guide Pack for highways and housing green sites. We also provided a legacy strand, Wilder Streets-Community Science which offered Carbon Literacy accredited training and upskilled Champions to monitor the highways sites for biodiversity and recommend improvements for priority species habitats.

The **GDS Team** provides spatial and non-spatial data expertise to Trusts across the Groundwork Federation, streamlining processes, improving data-related efficiency, and ensuring reliable systems for project delivery and reporting.

The team has focused strongly on data and system development, with Salesforce used to create tools for data management, programme reporting, and national initiatives. Power BI dashboards now give Trusts, clients, and funders access to real-time data, improving transparency and decision-making. Automatic reporting is increasingly used to provide consistent updates to customers and businesses, for programmes such as Water Efficiency and Green Doctors. New process automations reduce manual data entry, while integration with Outlook via the Microsoft Graph API is streamlining scheduling and communication.

This work underpins some of the Federation's largest programmes. The GDS Team supports the delivery of the Water Efficiency Programme for 5 water companies covering over 827,000 properties and 65,000 businesses. For the Mental Health Programmes, 13 initiatives have reached more than 4,300 children, young people, and families. The Green Doctors service is currently delivered through 35+ active projects (including British Gas, Cadent Foundation) across 11 Trusts, with over 24,800 bookings completed in the FY 24/25.

Through the **Federation GIS programme**, 8 Trusts now use the ESRI ArcGIS platform to map and showcase projects both internally and publicly. This includes impact analysis, rivers management and story maps. The team also provides training and tailored mapping support, enabling colleagues across the Federation to make better use of spatial data in both project delivery and communications.

Groundwork London Financial Review

Groundwork London has determined to voluntarily provide a Statement of Financial Activity for Groundwork London 2024/25 as well as the required consolidated accounts for Groundwork London and Groundwork South (as its wholly owned subsidiary) for the same period. The financial review of the group is described earlier in this report.

Groundwork London shows income achieved in the year of £21,605,730 with expenditure of £21,969,528.

Principal Funding Sources

Funding for Groundwork London was provided by the following sources:

	£
Local Authorities	4,930,697
Public and Regional Agencies	5,026,846
European Union	16,552
Private Sector	11,540,444
National Lottery	91,191
	<u>21,605,730</u>

Reserves Policy

The Board of Trustees has agreed a long-term aim of holding unrestricted, free reserves equivalent to six months' (180 days) running costs. The Board believes this is a prudent level of reserves for a Charity based in Central London and is in line with other Groundwork Trusts.

The Board has agreed that a reasonable level of reserves is required to:

- absorb short term setbacks such as loss or delays in funding
- finance working capital needs and fund time delays between the expenditure and receipt of funds
- set aside funds for appropriate capital assets such as IT equipment and securing and developing suitable premises

The Board monitor unrestricted reserves on a quarterly basis and the Reserves Policy is reviewed on an annual basis to assess the needs of the organisation.

At the year-end unrestricted reserves shown in the balance sheet covered 218 days (2024: 208 days) running costs. The reserves days includes the consolidation of Groundwork South's accounts into the Groundwork London accounts.

Investment Policy

The Trust aims to have a portfolio of Financial Investments consistent with a "Balanced Portfolio" profile of risk, return, and liquidity, as identified in an externally conducted assessment of attitude to risk of the trustees when investing the Trust's assets. In order to achieve this it will select Investment Managers which are able to make informed and timely asset allocation decisions consistent with the objectives of this Investment Policy and which may include Government and Corporate Bonds (UK and Overseas), UK and overseas Equities, Property, Gold and other commodities (excluding coal) and cash.

The Trust aims to utilise returns from financial investments for its day to day operations.

The Trust wishes to keep at least 40% of total assets in investments which can be realised within three months.

A minimum of 10% of total assets should be capable of being liquidated within 7 working days.

The Trust will not invest directly in any organisation whose main business activity is:

- The production of tobacco or narcotics
- The production of pornographic material
- The manufacture of weapons of war
- Encouraging or enabling gambling
- Providing Home Credit (Doorstep Lending)
- Using child labour or other exploitative employment practices

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

The total return on the Trust's investments for 2024-25 were 0.1% (2023-24 8.96%).

Section 172 Statement

The Board is required to report on how its decision making has aligned with its duty to promote the success of the Charity in accordance with section 172 of the Companies Act 2006

The Board is required by law to take regard to the following factors in any decision-making process:

- the likely consequences of any decision making in the long term
- the interests of the company's employees
- the need to foster the company's business relationships with suppliers, customers and others
- the impact of the company's operations on the community and the environment
- the desirability of the company maintaining a reputation for high standards of business conduct and
- the need to act fairly as between members of the company

Future Plans 2025/26

In line with our new strategy: Groundwork 2030, our ambition is continue to be a significant force for changing places and changing lives across London. During 2025/26 Groundwork London will work to three strategic objectives through which we expect to meet the challenges posed by London's operating environment:

1. Creating and delivering services to meet the needs of London and Londoners.

Delivering high quality, innovative actions with multiple economic, social and environmental benefits will be central to all that we do. Our priorities are:

Improving people's prospects – delivering support to help young people and adults improve their health and wellbeing, increase their confidence, skills and help those out of work find jobs.

Promoting greener living and working – helping people, organisations and businesses understand their environmental impact and take action to reduce carbon footprints, water consumption, waste, food and fuel poverty; and respond to climate, water and nature emergencies.

Creating better places – supporting people to work collaboratively to make their surroundings greener, more resilient, safer and healthier; and enabling people to work together, take action and bring about change in their local area

2. Building productive relationships and partnerships, influence and shape policies and share learning

The success of our work is reliant on building long-term, cross sector alliances to develop collaborative business opportunities and by adding value to local and regional strategic partnerships. We will focus on:

- Developing and expanding our associations with the London Boroughs and the Housing sector
- Exploring and creating new programme activities with the GLA and TfL, London Councils, and the London Strategic Waste Authorities, Health commissioners and providers and academic institutions
- Develop new services for residents and businesses with utilities companies and expanding our work with the corporate sector
- Provide management and Board support to Cross River Partnership, London Community Resource Network and Our Park Life
- Working with the voluntary sector and other community support organisations
- Working with the members of the Groundwork Federation on business development, peer support and the future development of the Federation

3. Maintaining a strong, viable business, achieving excellence in service delivery

We will continue to innovate, evolve and grow as an organisation building on our experience, our successes and learning. We will continue to improve how we plan, deliver and measure the impact of our programmes, whilst enhancing our organisational capabilities, internal systems and operations ensuring that we are:

- Fostering a culture of equity and inclusion
- Enabling collaboration
- Driving innovation
- Demonstrating and promoting the value and benefit of our services
- Focusing on those in most need
- Continuing to invest in our competencies, professionalism and specialist skills
- Diversifying our funding
- Modelling sustainable behaviours

As we continue to evolve and grow as an organisation we build on our experiences, successes, and learning. We are committed to fostering a culture of equity and inclusion and support participative and integrated working across all staff teams. We will progress actions identified by our staff and trustees with a focus on; raising our consciousness and actions of Equity, Diversity & Inclusion; diversity in our employees and at senior levels; and communications. We view promoting equality in the workplace as an ongoing endeavour; we aim to ensure our approach and processes continue to be aware and responsive to continuous improvement.

We will also ensure that Groundwork activity is sustained and developed across the South of England through our wholly owned subsidiary Groundwork South. We will do this through shared leadership and management of defined specialist activities. Groundwork South will present its own business plan focused on the communities in South East & South West England.

We will deliver:

Community spaces:

Enabling community led environmental improvements through co-creation of open spaces. We will:

- Inspire, mobilise and support people of all ages to take a more active role in improving, managing and activating the local spaces or community hubs that matter to them
- Focus activity on neighbourhoods where there is more limited access to high quality open space.
- Work creatively with landowners, funders and other partners to maximise the social, health and wellbeing economic and environmental benefits of green spaces

Green infrastructure:

Providing leading technical expertise in sustainable urban landscape design, Nature Based Solutions and climate change adaptation. We will:

- Provide technical and delivery expertise in landscape design, sustainable drainage systems, rainwater management and storm-water reduction initiatives
- Providing Geographic Information Systems mapping insight and spatial analysis
- Create and enhance spaces that are resilient to the changing climate, and that meet the needs of local communities for sport, play and recreation and enhance London's nature and heritage
- Apply our expertise in rewilding, land management, Biodiversity Net Gain and carbon sequestration to support green space projects including those of our partners and community initiatives

Health & Wellbeing

Encouraging physical activity, promoting healthy lifestyles, supporting personalised care and the prevention of poor health and addressing environmental causes of health problems and tackling health inequalities.

We will:

- Encourage, enable and champion people to improve their health and well-being through physical activity and participation in social prescribing and community champions' initiatives. Linking individuals to alternatives to clinical support, such as community services, activities, and resources, to address wider health and well-being needs
- Help people improve their mental health through specialist support, well-being coaching and signposting
- Address food poverty by tackling food inequalities, promoting community food growing and healthy eating
- Focus on addressing major environmental issues that impact health such as poor air quality and extreme weather events, and help Londoners adapt to these challenges

Social integration

Using a community participation approach to create stronger, more cohesive communities, to improve quality of life and opportunity. We will:

- Tackle the social, physical and practical barriers to inclusion, including knowledge and skills, perceptions and confidence, and access issues such as digital exclusion
- Help socially isolated individuals, in particular older people through activities such as 1-2-1 support, creative group workshops and facilitating volunteering opportunities
- Support the integration of marginalised groups, including refugees, migrants and older people, through peer support, building confidence, connection to local services and linking to social networks

Volunteering:

Brokering volunteering opportunities for individuals and organisations. We will:

- Inspire and support people of all ages to volunteer, helping them find the right opportunities, ensuring they have great experience and fulfil the goals that motivated them to volunteer
- Encourage volunteering to improve well-being, build skills, and gain experience for employment
- Support organisations to identify volunteering opportunities and make the most of volunteers' time and skills
- Helping businesses and the public sector to enhance employee engagement and their workforce through team building, skills-based, and micro-volunteering activities and volunteering programmes

Employment and Skills:

Providing personal advice and guidance, training, work experience and job brokerage. We will:

- Help the most disadvantaged people improve their skills and move from welfare into sustainable employment by: personal advice and guidance; realistic work placements and trials; addressing barriers to work and linking the right people with the right jobs
- Deliver accredited training, certifying the skills that people have gained from working with us, and enabling them to gain employment and progress into further training

Youth work:

Delivering coaching, mental health support and engaging activities to empower young people to develop their life skills and achieve their potential. We will:

- Run clubs and activities for young people that enable them to develop life skills, engage in social action and contribute to rewarding work in their local community
- Work to improve the attainment, aspirations and wellbeing of young people, coaching them to make the most of their education opportunities, explore meaningful career paths and make positive life choices
- Provide young people with early intervention and prevention for mental health and wellbeing

Green Jobs:

Promoting the growth of green jobs, raising awareness of them and providing practical, attainable routeways for disadvantaged job seekers. We will:

- Raise awareness of green jobs and create and deliver training programmes to enable people to secure work in this sector
- Create waged, supported work opportunities in the green sector to enable people to gain work experience
- Support green sector businesses to attract and upskill a diverse workforce
- Create trainee and apprenticeship opportunities across Groundwork's work programmes covering areas such as reuse, water and energy efficiency

Resource efficiency:

Reducing waste, energy and water consumption through advice and action. We will:

- Help more people, particularly vulnerable residents, to reap the benefits from more efficient consumption of resources, changing behaviours and accessing support to improve homes through retrofit and new technologies leading to reduced energy and water consumption and lower utility bills
- Support and build the capacity of public, private and voluntary sector organisations to meet carbon and water stress reduction targets, as well as their wider environmental management aspirations, ESG and social responsibility or social value targets
- Contribute to London's circular economy and its wider co-benefits by increasing and promoting upcycling, recycling and reuse, in particular domestic furniture, white goods and bicycles

Grants Management

- Provide grants administration service for public, third sector and private partners to efficiently distribute funding to delivery organisations of all sizes, types and sectors ensuring accessibility and support for diverse communities and needs
- Provide grant management consultancy and co-design services to funders, helping them effectively achieve their goals whilst ensuring support meets the needs of grantees
- Design and deliver practical capacity building including training, workshops, 1-2-1 guidance, to help organisations access funding more equitably, strengthen their ability to deliver successful projects and embed strong environmental practices in their work

Climate Action

Empowering Londoners to tackle climate change through education, coproduction, and sustainable action. We will:

- Increase Londoners' awareness of and resilience to climate change through carbon literacy training and other educational initiatives that support them to minimise the causes and effects of climate change, reducing climate and wider eco-anxiety
- Support communities in emergency planning through large scale engagement campaigns, with a focus on those most disproportionately affected by the impacts of climate change
- Identify opportunities to help London respond to the nature emergency and reduce biodiversity loss
- Actively support and promote greener travel opportunities in the capital

Innovation and development

Investing in new ideas and development to meet London's changing needs. We will:

- Invest in ideas and new ways of doing things in collaboration with our key partners, clients and funders to address the challenges facing London and Londoners

Principal Risks and Uncertainties

The Board accepts its responsibility under the Charity Commission's Statement of Recommended Practice (SORP) for ensuring the major risks to which the charity is exposed are identified and reviewed and that there are systems in place to mitigate against them.

The Trust undertakes an annual review of risk; the principal risks identified during the business planning process for the forthcoming year are:

- Failure to secure funding for the projected operations plans
- Inability of the organisation to meet its utilisation targets or chargeable rates
- Poor performance and partner dissatisfaction with the quality of delivery
- Loss of large contracts
- Failure to deliver targets in 'payment by results' contracts

Strategic planning is central to our business management, common features that will help us address these risks are:

- Undertaking regular compliance reviews of all contracts to ensure service delivery meeting contract requirements
- Implementing adjustments to ensure agreed outputs and outcomes are met, empowering our staff to develop new, creative and effective ways of working
- Reviewing and amending our business operations, including a focus on ICT as being essential to adapting our delivery and working arrangements
- Implementing changes to our structure and operations as required to ensure the Charity can continue to deliver its charitable objectives
- Expanding our offer to existing and new partnerships with local authorities, housing associations and the private sector
- Investing in specialist skills to drive up quality across all our services
- Prioritising and consolidating development, marketing and communications to grow our visibility and broaden our access to new income sources
- Developing and implementing new strategies for the recruitment of experienced staff to manage and deliver services, balanced with identifying and developing talent within our staff team
- Maintaining fundraising capacity and continuing to strengthen the quality of our bids and tenders
- Continued emphasis on demonstrating the value and benefits of Groundwork's services
- Monitoring delivery and financial performance
- Preparing actions plans to mobilise change processes arising from changes or loss of major contracts
- Providing training and support to improve project and performance management and client focus skills to ensure projects are delivering required outcomes, on time and to budget
- Engaging with Groundwork South and the Federation to provide support to business management and development and specialist delivery services

Financial management of projects is controlled using PIMS (Project Information Management System). The Trust has strong skills within the staff teams in its effective use. Expenditure is only made on projects once income has been secured. The amount of secured and unsecured income and the expenditure and revenue on all projects is analysed on a monthly basis. Detailed management information is imported from the system to provide up to date financial and operational performance against targets.

The Executive Team reviews income and contribution secured against business plan, team capacity and project performance together with other business information. These are also reported to the staff teams at monthly Operations and Development meetings and on a quarterly basis to the Board, to focus Trust attention on achieving Business Plan targets.

In addition to reviewing the risk register, quarterly reports to the Board monitor income & expenditure and progress towards financial targets. Detailed management accounts are examined at each meeting. The Trust submits these accounts to Groundwork Federation on a quarterly basis and is monitored on security of income and financial stability.

Financial Instruments

Groundwork London's financial risk management objective is broadly to seek not to make losses from exposure to any interest rate or currency fluctuations. In the year 2024/25 we have had no exposure to these fluctuations. Our policy has been to finance fixed assets through retained reserves. Other than bank charges, no interest is payable on our bank accounts.

Energy and Carbon Statement

As part of the obligations set out under the Energy and Carbon Report Regulations 2018, we monitor and measure energy consumed, and subsequent carbon created as an organisation. The energy we consume is primarily fossil fuel which falls within scope 1 & 2, as classified under Energy and Carbon Reporting (SECR).

We created and published our carbon reduction plan in March 2025.

Employees

Groundwork London provides an inclusive working environment for employees and supports professional and personal development. Groundwork London is committed to fostering a culture of diversity, respect and inclusion as well as equality of opportunity for all employees. Employment practices and policies are in place to ensure that no employee receives less favourable treatment because of age, disability, gender, race, religion or sexual orientation.

The Executive Team regularly provides information to employees through inductions, monthly emails and regular all team meetings. We have also setup Teams channels for specific topics including Wellbeing and Learning and Development. The organisation provides wellbeing support through its Wellbeing Network and its team of Mental Health First Aiders. We subscribe to Health Assured's Occupational Health Employee Assistance programme, help and advice lines, counselling and listening line, online web chat and online videos. The organisation also operates an Employee Benefits Health Cash Plan where staff can claim contributions on healthcare bills.

In line with legislation we calculate and publish our annual gender pay gap data and report in April each year. Our mean gender pay gap in April 2025 reported that women earn 4.2% more than men (April 2024: 4.2% higher) and median was 10.27% higher (April 2024: 7.1% higher).

Reference and Administrative Details

Registered Company number
04212532 (England and Wales)

Registered Charity number
1121105

Registered office of the company and principal office of the charity
18-21 Morley Street, London, SE1 7QZ

Our advisers

Auditors	Hartley Fowler	4 th Floor, Tuition House, 27/37 St George's Road, London, SW19 4EU
Bankers	Lloyds	Blackheath Branch, PO Box 1000, BX1 1LT
Solicitors	Bates, Wells & Braithwaite	61 Charterhouse Street, London EC1M 6HA

Key management personnel: Directors and Trustees

The directors of the charity are its trustees for the purpose of charity law. The trustees and officers serving during the year and since the year end were as follows:

Co-opted	Alan Smith (Chair 1/4/14)	appointed	20/02/2012
	Graham Beal	appointed	10/03/2014
	Dan Davidson	resigned	24/06/2024
	Phil Stokes	resigned	23/09/2024
	Keith Taylor	appointed	20/03/2017
	Sophie Taysom	resigned	10/03/2025
	Sadaf Rasheed	resigned	11/04/2025
	Tom Leake	appointed	28/09/2020
	Alex Beer	appointed	27/11/2023
	Tony Beaman	appointed	26/02/2024
	Wen-Yu Weng	appointed	26/02/2024
	Simon Herbert	appointed	12/06/2025
Groundwork UK nominee	Marilyn Baxter	resigned	10/03/2025
Local Authority nominee	Susan Wise	resigned	23/09/2024
Company Secretary	Stuart Harrison		

Key management personnel: Senior Managers

Executive Director	Lindy Kelly
Director, Finance & Corporate Services	Stuart Harrison
Director, Communities & Environmental Services	Katrina Baker
Director, Development & Strategic Programmes	Ben Coles
Director, Youth, Employment & Skills	Graham Parry

Structure, Governance and Management

Structure

Groundwork London is a registered charity and company limited by guarantee and is governed by its Articles of Association. Groundwork London was registered as a limited company on 8th May 2001 under the name Groundwork London Partnership and changed its name by Special Resolution to Groundwork London on 10th September 2007. On 1st November 2007 Groundwork London merged with Groundwork Southwark & Lambeth, Groundwork South East London and Groundwork Merton. On 1st April 2008 Groundwork London merged with Groundwork West London and incorporated the London activities of Groundwork Federation (non-legal incorporation). Groundwork North and Groundwork East London transferred as mergers on 1st April 2009.

Groundwork London is a member of the Federation of Groundwork Trusts in England, Wales and Northern Ireland, each working with partners to improve the quality of the local environment, the lives of local people and the success of local businesses in areas in need of investment and support. The Federation Membership Agreement is a bilateral agreement jointly signed by both the Trust and the Federation, setting out the obligations, defining the minimum quality and ethical standards, setting out the core values and defining the circumstances and procedures whereby Trusts may be required to leave the Federation.

Groundwork London became the sole company member of The Groundwork South Trust Ltd on the 14th March 2017. Groundwork South continues to operate as an independent company with its own Board.

The Members of Groundwork London

The company members are the Federation of Groundwork Trusts, Dan Davidson, Eugenie White, Alan Smith, John Smith and Susan Wise.

Governance

As Groundwork London has evolved so has our Governance ensuring that it is both relevant and effective as well as being resilient to future changes in our operating environment.

Board of Trustees

The Governing body of the Trust is the Board of Trustees. The Board is responsible for major strategic decisions and has ultimate responsibility for the conduct and financial viability of the organisation, it meets formally four times a year. The Board comprises of not more than 15 Directors of whom not more than 6 are either nominated or appointed and 9 co-opted Trustees:

Trustees generally serve in terms of between 12 months and 3 years and can be reappointed by the Board. The Board has an agreed strategy to enable Board succession to occur on a rolling basis.

Committees

The Board has established several committees:

- Finance & Audit Committee is responsible for reviewing the overall status of financial and investment resources and for making appropriate recommendations to the Board. It meets four times a year.
- The Executive Recruitment & Remuneration Committee assists the Board in the appointment of the Executive Director and to support the Executive Director in the appointment of Directors and to consider and approve their remuneration. The Remuneration Committee meets once per year.
- The Remuneration Committee is appointed by the Board to consider and approve the Trusts annual pay review within the parameters set by the Board and to approve the Trusts salary grading structure. The committee also assists the Board in the appointment of the Executive Director and to support the appointment of members of the Executive Team.

* The governance structure has included the Local Authority Members Board. It is proposed to discontinue this Board during 2025/26. This will necessitate a change in the Trusts Articles of Association.

Induction & Training

New members of the Board of Trustees are provided with the Groundwork London Governance handbook and other key documents and have an induction meeting with the Executive Director. The induction includes an overview of the objects of Groundwork London and its Vision and Mission, the structure, its staff and volunteers and finance. Trustees are also encouraged and supported in visiting projects.

Community Interest Company – *Our Parklife*

Our Parklife was formally constituted in September 2014 by company members; Equans (previously known as Engie prior to name change); Groundwork London; Renaisi and Idverde (previously known as The Landscape Group prior to acquisition). Equans appoint two members to the Board and all other members appoint one Director. Groundwork London's has appointed two Directors who alternate, they are Graham Parry (Director, Youth, Employment & Skills) & Ben Coles (Director, Development & Strategic Programmes).

The objects of the Company are to carry on activities which benefit the community and in particular (without limitation) to promote the social, economic and environmental well-being of residents in the boroughs immediately surrounding the Queen Elizabeth Olympic Park in Stratford by providing opportunities in the park:

- for employment and training; improving skills and knowledge; and encouraging entrepreneurship, innovation and business skills;
- within the operations of the Members across London for employment and training and improving skills and knowledge;
- for new and existing residents to meet and mix to promote cohesion and inclusion; and
- for local people to volunteer, to learn about environmental sustainability and to undertake initiatives in their own neighbourhoods and provide educational opportunities for schools and young people.

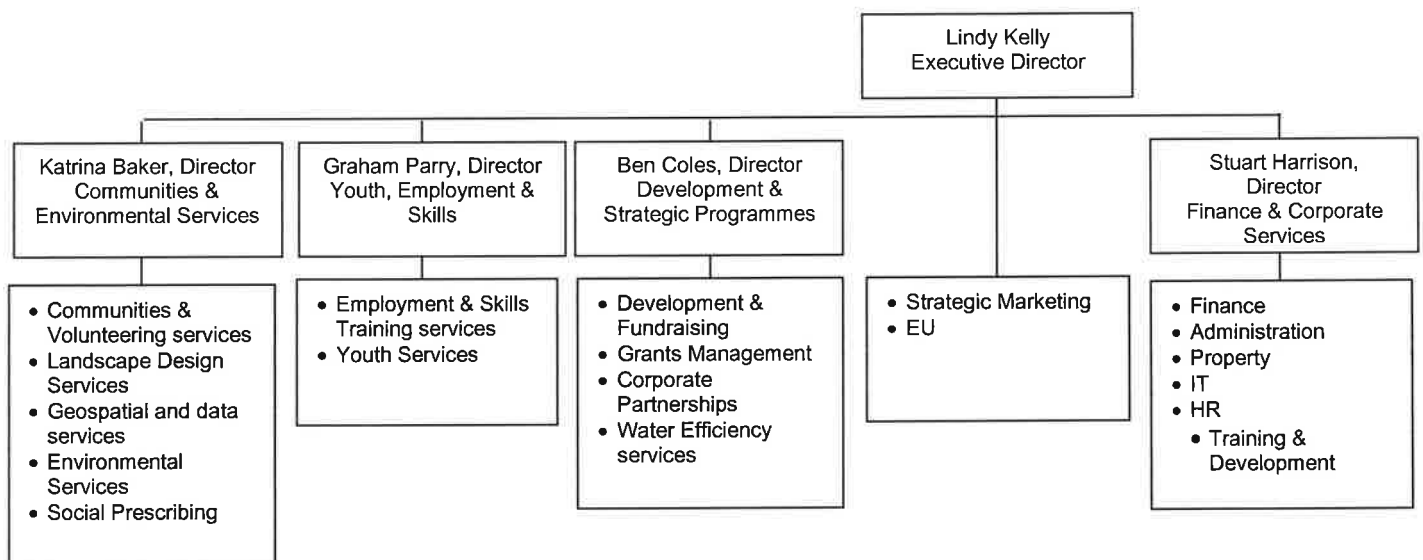
Management

The Board delegates day-to-day financial and managerial control of the organisation to the Executive Director. The Executive Director, together with the Executive Team, meets monthly to discuss the operational and financial status of the Trust.

Groundwork London's professional team continues to evolve in response to changes to our organisational structure and changes to the scale of the activities across each of our thematic areas and the needs of our business operational requirements. The framework within which our teams are organised are guided by the following principles:

- We must remain embedded in the local community, with local delivery at the core of what we do
- We must be able to operate a seamless, consistent and high-quality delivery service across London
- We need to be a credible local and regional partner able to operate at a strategic level
- We must be a strong and viable organisation

Projects and programmes continue to be delivered by local teams, with management organised through area management structures and specialist service. At the end of the 2024/25 we had 231 FTE employees.



Trustees' responsibilities in relation to the financial statements

The charity trustees (who are also the directors of Groundwork London for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group 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 Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence 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 as to disclosure to our auditors

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the group's auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

By order of the board of trustees



Trustee

Date: 15th September 2025

Independent Auditor's Report to the members of Groundwork London

Opinion

We have audited the financial statements of Groundwork London (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2025 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2025 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;
- 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the Financial Reporting Council'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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or the parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon.

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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinion 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' annual report, including the strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the trustees' annual report, including the strategic report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report, including the strategic 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 by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and 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.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' annual report, the trustees (who are also the directors of the parent 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 group's and the parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' 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 auditors' 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.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during the audit.

We identify and assess risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

Independent Auditor's Report to the members of Groundwork London (continued)

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry and sector, control environment and the charities activities;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charitable company's documentation of their policies and procedures relating to:
- identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud. In common with all audits we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charitable company operates in. The key laws and regulations we considered in this context included the Charities Act 2011, UK Companies Act and tax legislation.

In addition we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty.

As a result of performing the above, we did not identify any key matters related to the potential risk of fraud or non-compliance with laws and regulations.

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provision of relevant laws and regulations described as having a direct effect on the financial statements;
- enquiring of management concerning actual and potential litigation and claims;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reviewing minutes of meetings of those charged with governance, reviewing internal reports, and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments, assessing whether the judgements made in making accounting estimates are indicative of a potential bias and evaluating the business rationale for any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indication of fraud or non-compliance with laws and regulations throughout the audit.

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

Independent Auditor's Report to the members of Groundwork London (continued)

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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.



Jonathan Askew, FCA (Senior statutory auditor)
for and on behalf of Hartley Fowler LLP
Statutory Auditor
Chartered Accountants
Fourth Floor, Tuition House
27/37 St George's Road
London
SW19 4EU

Date 8 December 2025

Groundwork London

(A company limited by guarantee)

Registered Number: 04212532

Consolidated Statement of Financial Activities for the year ended 31st March 2025, incorporating the Income and Expenditure account

		Unrestricted Funds	Restricted Funds	31.3.25 Total Funds	31.3.24 Total Funds
	Notes	£	£	£	£
INCOME					
Investment income	3	415,393	-	415,393	398,994
Income from charitable activities	4	20,935,174	6,506,976	27,442,150	32,017,127
Total Income		21,350,567	6,506,976	27,857,543	32,416,121
EXPENDITURE					
Cost of raising funds	5	100,891	-	100,891	94,120
Charitable activities	6	21,931,112	6,154,118	28,085,230	32,257,746
Total expenditure		22,032,003	6,154,118	28,186,121	32,351,866
Net income before gains/ (losses) on investments		(681,436)	352,858	(328,578)	64,255
Net (losses)/ gains on investment properties	14	-	(2,896)	(2,896)	(19,717)
Net gains / (losses) on cash investments	18	(101,560)	-	(101,560)	152,408
Net income		(782,996)	349,962	(433,034)	196,946
Transfers between funds	23	357,858	(357,858)	-	-
Net movement in funds		(425,138)	(7,896)	(433,034)	196,946
RECONCILIATION OF FUNDS					
Total funds brought forward		10,524,281	1,487,895	12,012,176	11,815,230
TOTAL FUNDS CARRIED FORWARD	23	10,099,143	1,479,999	11,579,142	12,012,176

The Statement of Financial Activities includes all gains and losses recognised in the year.
All incoming resources and resources expended derive from continuing activities.

The notes on pages 38 to 58 form part of these financial statements.

Groundwork London

(A company limited by guarantee)

Registered Number: 04212532

Charity Statement of Financial Activities for the year ended 31st March 2025, incorporating the Income and Expenditure account

		Unrestricted Funds	Restricted Funds	31.3.25 Total Funds	31.3.24 Total Funds
	Notes	£	£	£	£
INCOME					
Investment income	3	415,393	-	415,393	398,994
Income from charitable activities	4	16,672,760	4,517,577	21,190,337	25,635,771
Total Income		<u>17,088,153</u>	<u>4,517,577</u>	<u>21,605,730</u>	<u>26,034,765</u>
EXPENDITURE					
Cost of raising funds	5	100,891	-	100,891	94,120
Charitable activities	6	17,371,385	4,509,763	21,881,148	25,918,074
Total expenditure		<u>17,472,276</u>	<u>4,509,763</u>	<u>21,982,039</u>	<u>26,012,194</u>
Net income before gains/ (losses) on investments		(384,123)	7,814	(376,309)	22,571
Net (losses)/ gains on investment properties	14	-	(2,896)	(2,896)	(19,717)
Net gains / (losses) on cash investments	18	(101,560)	-	(101,560)	152,408
Net income		<u>(485,683)</u>	<u>4,918</u>	<u>(480,765)</u>	<u>155,262</u>
Transfers between funds	23	12,814	(12,814)	-	-
Net movement in funds		<u>(472,869)</u>	<u>(7,896)</u>	<u>(480,765)</u>	<u>155,262</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>10,555,103</u>	<u>1,487,895</u>	<u>12,042,998</u>	<u>11,887,736</u>
TOTAL FUNDS CARRIED FORWARD	23	<u>10,082,234</u>	<u>1,479,999</u>	<u>11,562,233</u>	<u>12,042,998</u>

The Statement of Financial Activities includes all gains and losses recognised in the year.
All incoming resources and resources expended derive from continuing activities.

The notes on pages 38 to 58 form part of these financial statements.

Groundwork London

(A company limited by guarantee)

Registered Number: 04212532

Consolidated Balance Sheet as at 31st March 2025

		31.3.25	31.3.24
	Notes	£	£
FIXED ASSETS			
Tangible assets	12	2,128,613	2,188,622
Intangible assets	13	-	-
Investment properties	14	3,500,000	3,502,896
TOTAL FIXED ASSETS		5,628,613	5,691,518
CURRENT ASSETS			
Debtors	17	6,453,759	10,058,074
Current asset investments	18	2,915,130	3,016,690
Cash at bank		3,540,883	2,574,990
TOTAL CURRENT ASSETS		12,909,772	15,649,754
LIABILITIES			
Creditors falling due within one year	19	(6,959,243)	(9,329,096)
NET CURRENT ASSETS		5,950,529	6,320,658
TOTAL ASSETS LESS CURRENT LIABILITIES		11,579,142	12,012,176
NET ASSETS		11,579,142	12,012,176
THE FUNDS OF THE GROUP	23		
General funds		6,053,652	6,367,230
Designated funds		2,105,361	2,115,361
Fair value reserve		1,940,130	2,041,690
Restricted revaluation fund		1,017,776	1,020,672
Restricted property fund		462,223	467,223
TOTAL GROUP FUNDS		11,579,142	12,012,176

The financial statements were approved by the Board of Trustees on 15th September 2025 and were signed on its behalf by:



Alan Smith - Trustee

The notes on pages 38 to 58 form part of these financial statements

Groundwork London

(A company limited by guarantee)

Registered Number: 04212532

Charity Balance Sheet as at 31st March 2025

	Notes	31.3.25 £	31.3.24 £
FIXED ASSETS			
Tangible assets	12	1,161,367	1,207,307
Investment properties	14	3,500,000	3,502,896
		4,661,367	4,710,203
TOTAL FIXED ASSETS			
NON CURRENT ASSETS			
	16	-	-
CURRENT ASSETS			
Debtors	17	6,001,059	9,221,198
Current assets investments	18	2,915,130	3,016,690
Cash at bank		3,019,008	1,652,560
		11,935,197	13,890,448
TOTAL CURRENT ASSETS			
LIABILITIES			
Creditors falling due within one year	19	(5,034,331)	(6,557,653)
		6,900,866	7,332,795
NET CURRENT ASSETS			
TOTAL ASSETS LESS CURRENT LIABILITIES			
		11,562,233	12,042,998
NET ASSETS			
		11,562,233	12,042,998
THE FUNDS OF THE CHARITY			
	23		
Unrestricted funds		6,036,743	6,398,052
Designated funds		2,105,361	2,115,361
Fair value reserve		1,940,130	2,041,690
Restricted revaluation fund		1,017,776	1,020,672
Restricted property fund		462,223	467,223
		11,562,233	12,042,998
TOTAL CHARITY FUNDS			

The financial statements were approved by the Board of Trustees on 15th September 2025 and were signed on its behalf by:



Alan Smith - Trustee

The notes on pages 38 to 58 form part of these financial statements

Groundwork London

(A company limited by guarantee)

Registered Number: 04212532

Consolidated Statement of Cash Flows for the year ended 31st March 2025

	Notes	31.3.25 £	31.3.24 £
Cash flows from operating activities	25	570,878	(2,606,465)
Cash flow from investing activities			
Investment income received		415,393	398,994
Income from sale of investments		-	-
Disposal of fixed assets		690	-
Purchase of fixed assets		(21,068)	(69,877)
Net cash used in investing activities		395,015	329,117
Net Increase/(decrease) in cash and cash equivalents		965,893	(2,277,348)
Cash and cash equivalents at the beginning of the year		2,574,990	4,852,338
Cash and cash equivalents at the end of the year		3,540,883	2,574,990

The notes on pages 38 to 58 form part of these financial statements

Groundwork London

(A company limited by guarantee)

Registered Number: 04212532

Charity Statement of Cash Flows for the year ended 31st March 2025

		31.3.25	31.3.24
	Notes	£	£
Cash flows from operating activities	25	971,433	(3,061,467)
Cash flow from investing activities			
Investment income received		415,393	398,994
Income from sale of investments		-	-
Cash inflows from new investments		-	-
Cash outflows from new investments		-	-
Disposal of fixed assets		690	
Purchase of fixed assets		(21,068)	(69,877)
Net cash used in investing activities		395,015	329,117
Net Increase/(decrease) in cash and cash equivalents		1,366,448	(2,732,350)
Cash and cash equivalents at the beginning of the year		1,652,560	4,384,910
Cash and cash equivalents at the end of the year		3,019,008	1,652,560

The notes on pages 38 to 58 form part of these financial statements

Groundwork London

(A company limited by guarantee)

Registered Number: 04212532

Notes to the financial statements for the year ended 31st March 2025

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation and assessment of going concern

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Groundwork London meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. With respect to the next reporting period, 2025-26, the most significant areas of uncertainty are the impacts on Government and Local Authority funding commitments following the change in Government.

b) Estimates and judgements

The investment property valuations referred to in note 14 are based on the professional opinion of fair value from a qualified chartered surveyor.

c) Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received, and the amount of income receivable can be measured reliably. Grants receivable, where related to performance are accounted for as the charity earns the right to consideration by its performance. Where income is received in advance, recognition is deferred and included in creditors and where entitlement arises before income is received the income is accrued.

d) Expenditure

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 settlement will be required 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.

e) Allocation of support and governance costs

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs. These costs are allocated to projects based on the ratio of project time incurred.

f) Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life. Items over £2,000 are capitalised.

Long leasehold	-over the term of the lease
Buildings	-2% per annum
Fixtures and fittings	-at varying rates on cost
Motor vehicles	-at varying rates on cost
Computer equipment	-at varying rates on cost

g) Intangible fixed assets

Amortisation is provided at the following rates:

Software	- 20% straight line
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h) Investment property

Investment property is shown at most recent valuation. Any aggregate surplus or deficit arising from changes in market value is transferred to a revaluation reserve. No depreciation or amortisation is provided in respect of freehold investment properties and leasehold investment properties with over 20 years to run.

i) Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year.

Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

j) Taxation and VAT

The charity is exempt from corporation tax on its charitable activities. The company is registered for VAT and all resources expended are inclusive of irrecoverable VAT. Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

k) Fund accounting

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the note 24 to the financial statements.

l) Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the period of the lease.

m) Consolidation

The financial statements consolidate the results of the charitable company and its wholly owned subsidiary, The Groundwork South Trust Ltd, on a line-by-line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the charitable company has also been presented. The charitable company also has two dormant subsidiaries as set out in the notes to the accounts.

n) Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The company pays fixed contributions, charged to the statement of financial activities in the period to which they relate. The charity contribution is restricted to the contributions disclosed in note 11.

The money purchase plan is managed by AEGON and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan.

The Trust has no liability beyond making its contributions and paying across the deductions for the employee's contributions. A similar defined contribution scheme is operated by the subsidiary company, The Groundwork South Trust Ltd.

o) Debtors

Trade and other debtors are recognised at the settlement amount due. No discounts are offered. Prepayments are valued at the amount prepaid

p) Cash at bank and in hand

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

q) Investment policy

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Trust aims to have a portfolio of Financial Investments consistent with a "Balanced Portfolio" profile of risk, return, and liquidity, as identified in an externally conducted assessment of attitude to risk of the trustees when investing the Trust's assets. In order to achieve this it will select Investment Managers which are able to make informed and timely asset allocation decisions consistent with the objectives of this Investment Policy and which may include Government and Corporate Bonds (UK and Overseas), UK and overseas Equities, Property, Gold and other commodities (excluding coal) and cash.

The Trust aims to utilise returns from financial investments for its day to day operations.

The Trust wishes to keep at least 40% of total assets in investments which can be realised within three months.

A minimum of 10% of total assets should be capable of being liquidated within 7 working days.

The Trust will not invest directly in any organisation whose main business activity is:

- The production of tobacco or narcotics
- The production of pornographic material
- The manufacture of weapons of war
- Encouraging or enabling gambling
- Providing Home Credit (Doorstep Lending)
- Using child labour or other exploitative employment practices

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

r) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts available.

s) Government Grants

Government grants are recognised when the entity has reasonable assurance that conditions attached to the grant will be complied with and that the grant will be received.

Revenue grants are recognised using the accrual model and are therefore recognised as income on a systematic basis over the periods in which the entity recognises the related costs for which the grant is intended to compensate. Revenue grants are measured at fair value, being the amount of cash receivable.

2. LEGAL STATUS

Groundwork London is a company limited by guarantee and has no share capital. The registered office and principal place of business is 18-21 Morley Street, London, SE1 7QZ. 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.

3. INVESTMENT INCOME

	Charity	
	31.3.25	31.3.24
	£	£
Rents received	282,568	297,711
Bank and investment interest	132,825	101,283
	<u>415,393</u>	<u>398,994</u>

	Group	
	31.3.25	31.3.24
	£	£
Rents received	282,568	297,711
Bank and investment interest	132,825	101,283
	<u>415,393</u>	<u>398,994</u>

Investment income includes income received for the leasing out of business units at Artichoke Mews, a public house adjacent to Denmark Hill railway station, income received for leasing out space at Morley Street and Lower Clapton Road, deposit interest received, income from Trust current investments and interest on loans from group undertakings.

4. INCOME FROM CHARITABLE ACTIVITIES

	Charity			
Income was received for:	Unrestricted funds	Restricted funds	31.3.25	31.3.24
	£	£	£	£
Communities and Environmental Service	8,287,376	24,033	8,311,409	9,649,368
Landscape Design Services	1,374,118	-	1,374,118	1,464,990
Youth, Employment & Skills Training	1,514,109	4,493,544	6,007,653	6,936,191
Strategic Partnerships & Programmes	5,497,157	-	5,497,157	7,585,222
	<u>16,672,760</u>	<u>4,517,577</u>	<u>21,190,337</u>	<u>25,635,771</u>

In 2025 the income from charitable activities was £21,190,337 (2024: £25,635,771) of which £16,672,760 (2024: £11,246,813) was income from unrestricted funds and £4,517,577 (2024: £14,388,958) was income from restricted funds.

4. INCOME FROM CHARITABLE ACTIVITIES (cont'd)

Income was received for:	Group			
	Unrestricted funds	Restricted funds	31.3.25	31.3.24
	£	£	£	£
Communities and Environmental Service	11,840,787	1,570,539	13,411,326	14,730,922
Landscape Design Services	2,055,030	529,744	2,584,774	1,770,469
Youth, Employment & Skills Training	1,574,570	4,406,693	5,981,263	8,421,484
Strategic Partnerships & Programmes	5,464,787	-	5,464,787	7,094,252
	<u>20,935,174</u>	<u>6,506,976</u>	<u>27,442,150</u>	<u>32,017,127</u>

In 2025 the income from charitable activities was £27,442,149 (2024: £32,017,127) of which £20,935,173 (2024: £16,121,934) was income from unrestricted funds and £6,506,976 (2024: £15,895,193) was income from restricted funds.

Income was provided by:	Charity	
	31.3.25	31.3.24
	£	£
Local Authorities	4,930,697	3,989,152
Public and Regional Agencies	5,026,846	9,638,537
European Union	16,552	2,546,454
Private Sector	11,125,051	9,223,054
National Lottery	91,191	238,574
	<u>21,190,337</u>	<u>25,635,771</u>
	Group	
	31.3.25	31.3.24
	£	£
Local Authorities	8,497,974	6,244,952
Public and Regional Agencies	5,193,565	10,214,171
European Union	-	2,122,987
Private Sector	13,523,354	12,886,139
National Lottery	227,255	548,878
	<u>27,442,150</u>	<u>32,017,127</u>

Income arose from:	Charity	
	31.3.25	31.3.24
	£	£
Sale of goods	622,761	593,603
Rendering of services	12,780,866	12,801,628
Grants	7,411,337	10,093,465
Government grants – employment programmes	375,373	2,147,075
	<u>21,190,337</u>	<u>25,635,771</u>
	Group	
	31.3.25	31.3.24
	£	£
Sale of goods	622,761	593,603
Rendering of services	19,032,679	19,182,984
Grants	7,411,337	10,093,465
Government grants – employment programmes	375,373	2,147,075
	<u>27,442,150</u>	<u>32,017,127</u>

5. COSTS OF RAISING FUNDS

	Charity and Group	
	31.3.25	31.3.24
	£	£
Other operating leases	51,614	77,674
Administrative expenses	49,277	16,446
	<u>100,891</u>	<u>94,120</u>

Administrative costs relate to the management of business units at Artichoke Mews and a public house adjacent to Denmark Hill railway station, offices at Morley Street and rental space at Lower Clapton Road.

6. CHARITABLE ACTIVITIES COSTS

	Charity	
	31.3.25	31.3.24
	£	£
Direct costs		
Governance and support costs (see note 7)		
£	£	£
Communities and Environmental Services	7,882,083	1,040,566
Landscape Design Services	1,299,767	93,478
Youth, Employment & Skills Training	5,163,171	833,539
Strategic Partnerships & Programmes	5,442,690	125,854
	<u>19,787,711</u>	<u>2,093,437</u>
	<u>21,881,148</u>	<u>25,918,074</u>

In 2025 the expenditure on charitable activities was £21,881,148 (2024: £25,918,074) of which £17,371,385 (2024: £11,268,221) was expenditure from unrestricted funds and £4,509,763 (2024: £14,649,853) was expenditure from restricted funds.

	Group	
	31.3.25	31.3.24
	£	£
Direct costs		
Governance and support costs (see note 7)		
£	£	£
Communities and Environmental Services	12,287,639	1,602,142
Landscape Design Services	1,314,502	121,235
Youth, Employment & Skills Training	6,243,749	979,789
Strategic Partnerships & Programmes	5,410,320	125,854
	<u>25,256,210</u>	<u>2,829,020</u>
	<u>28,085,230</u>	<u>32,257,746</u>

In 2025 the expenditure on charitable activities was £28,085,230 (2024: £32,257,746) of which £21,931,112 (2024: £16,128,343) was expenditure from unrestricted funds and £6,154,118 (2024: £16,129,403) was expenditure from restricted funds.

7. GOVERNANCE AND SUPPORT COSTS

The Trust identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining support costs, together with the governance costs are apportioned between the thematic programme areas in the year. The costs are allocated by staff time. The breakdown of costs are as follows:

Cost type	Support costs	Governance costs	Charity	
			Total 2025	Total 2024
	£	£	£	£
Staff costs	1,321,701	29,433	1,351,134	1,358,886
Office and other costs	701,912	40,391	742,303	830,876
Total costs	<u>2,023,613</u>	<u>69,824</u>	<u>2,093,437</u>	<u>2,189,762</u>

Cost type	Support costs	Governance costs	Group	
			Total 2025	Total 2024
	£	£	£	£
Staff costs	1,531,172	29,433	1,560,605	1,554,197
Office and other costs	1,219,524	48,891	1,268,415	1,306,253
Total costs	<u>2,750,696</u>	<u>78,324</u>	<u>2,829,020</u>	<u>2,860,450</u>

8. GOVERNANCE COSTS

	Group	
	31.3.25	31.3.24
	£	£
Staff costs	29,433	27,173
Legal fees	24,391	11,066
Auditor's remuneration	24,500	24,500
Total costs	<u>78,324</u>	<u>62,739</u>

9. NET INCOMING/ (OUTGOING) RESOURCES

Net resources are stated after charging

	Charity	
	31.3.25	31.3.24
	£	£
Auditors' remuneration – audit services	16,000	16,000
Depreciation – owned assets	66,318	84,168
Operating lease payments	102,532	133,665
	<u>184,850</u>	<u>233,833</u>

	Group	
	31.3.25	31.3.24
	£	£
Auditors' remuneration – Groundwork London	16,000	16,000
Auditor's remuneration – Groundwork South	8,500	8,500
Depreciation – owned assets	80,387	98,634
Operating lease payments	164,163	222,594
	<u>269,050</u>	<u>345,728</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

No payments or remuneration were made to the Trustees during this year or the previous year. Reimbursement of trustee expenses incurred was £nil (2024: £nil).

11. STAFF COSTS

The average number of employees during the year was as follows:

	Charity	
	31.3.25	31.3.24
Direct charitable	223	317
Fundraising	9	6
Governance	2	2
	<u>234</u>	<u>325</u>

	Group	
	31.3.25	31.3.24
Direct charitable	384	484
Fundraising	9	6
Governance	2	2
	<u>395</u>	<u>492</u>

Staff costs were as follows

	Charity	
	31.3.25	31.3.24 restated
	£	£
Wages and salaries	8,548,225	9,391,906
Social security costs	768,292	789,050
Pension costs	254,429	272,731
	<u>9,570,946</u>	<u>10,453,687</u>

	31.3.24 as reported	reclassified	31.3.24 restated
Wages and salaries	8,875,300	516,606	9,391,906
Social security costs	788,592	458	789,050
Pension costs	789,795	(517,064)	272,731
	<u>10,453,687</u>	<u>-</u>	<u>10,453,687</u>

The table above shows the reclassification of expenditure within the accounts for the year ended 31st March 2024. There was no impact on the net assets or the surplus for the year ended 31st March 2024.

	Group	
	31.3.25	31.3.24 restated
	£	£
Wages and salaries	13,087,060	13,715,652
Social security costs	1,094,899	1,092,912
Pension costs	435,806	413,504
	<u>14,617,765</u>	<u>15,222,068</u>

The company operated a defined contribution pension scheme. The assets of the scheme were held separately from those of the company in an independently administered fund. Contributions payable for the year were charged to the Statement of Financial Activities.

11. STAFF COSTS – cont'd

	31.3.24 as reported	reclassified	31.3.24 restated
Wages and salaries	12,953,478	(762,141)	13,715,652
Social security costs	1,092,309	(603)	1,092,912
Pension costs	1,066,254	(135,686)	413,504
	<u>15,112,041</u>	<u>110,027</u>	<u>15,222,068</u>

The table above shows the reclassification of expenditure within the accounts for the year ended 31st March 2024. There was no impact on the net assets or the surplus for the year ended 31st March 2024. The additional £110,027 relates to non-payroll staff costs which had been included within project costs in 2024.

	Charity
	31.3.25
	£
Amount of outstanding pension contributions	<u>1,609</u>

	Group
	31.3.25
	£
Amount of outstanding pension contributions	<u>31,957</u>

Number of employees whose emoluments (excluding pension contributions) exceeded £60,000 in the year:

	Charity and Group
	31.3.25
	31.3.24
£60,000 - £69,999	1
£70,000 - £79,999	0
£80,000 - £89,999	2
£90,000 - £99,999	3
	<u>6</u>
	<u>5</u>

The total employer's contributions paid to defined contribution schemes for the above higher paid employees was £32,922 (2024 - £31,740). The key management personnel of the charity, the Trust, comprise the Executive Director, Director Finance & Corporate Services, Director Youth, Employment & Skills Training, Director Communities & Environmental Services and Assistant Director, Youth. The total employee benefits of the key management personnel of the Trust were £670,632 (2024 £573,281).

12. TANGIBLE FIXED ASSETS – Group

	Freehold land and buildings £	Building improve- ments £	Fixtures and fittings £	Computer Equip't £	Motor vehicles £	Floating Classroom £
COST						
At 1 st April 2024	2,625,000	99,266	380,241	355,759	20,503	116,250
Additions	-	-	6,859	14,209	-	-
Disposals	-	-	-	(857)	-	-
At 31 st March 2025	2,625,000	99,266	387,100	369,111	20,503	116,250
DEPRECIATION						
At 1 st April 2024	585,139	86,666	361,751	293,888	20,503	60,450
Disposals	-	-	-	(167)	-	-
Charge for year	23,400	4,186	11,625	36,522	-	4,654
At 31 st March 2025	608,539	90,852	373,376	330,243	20,503	65,104
NET BOOK VALUE						
At 31 st March 2025	2,016,461	8,414	13,724	38,868	-	51,146
At 31 st March 2024	2,039,861	12,600	18,490	61,871	-	55,800

12. TANGIBLE FIXED ASSETS – Group

	Total Tangible Fixed Assets £
Cost	
At 1 April 2024	3,597,019
Additions	21,068
Disposals	(857)
At 31 March 2025	3,617,230
Depreciation	
At 1 April 2024	1,408,397
Disposals	(167)
Charge for year	80,387
At 31 March 2025	1,488,617
Net Book Value	
At 31 March 2025	2,128,613
At 31 March 2024	2,188,622

12. TANGIBLE FIXED ASSETS – Charity

	Freehold land and buildings £	Building improve- ments £	Fixtures and fittings £	Computer Equip't £	Motor vehicles £	Total £
COST						
At 1 st April 2024	1,620,000	99,266	247,941	281,657	-	2,248,864
Additions	-	-	6,859	14,209	-	21,068
Disposals	-	-	-	(857)	-	(857)
At 31st March 2025	1,620,000	99,266	254,800	295,009	-	2,269,075
DEPRECIATION						
At 1 st April 2024	504,639	86,666	230,466	219,786	-	1,041,557
Disposals	-	-	-	(167)	-	-
Charge for year	15,000	4,186	10,610	36,522	-	66,318
At 31st March 2025	519,639	90,852	241,076	256,141	-	1,107,708
NET BOOK VALUE						
At 31st March 2025	1,100,361	8,414	13,724	38,868	-	1,161,367
At 31 st March 2024	1,115,361	12,600	17,475	61,871	-	1,207,307

13. INTANGIBLE FIXED ASSETS – Group

	Software £
Cost	
At 1 April 2024	49,720
Subsidiary intangible assets at fair value	-
Disposals	-
At 31 March 2025	49,720
Depreciation	
At 1 April 2024	49,720
Disposals	-
Charge for year	-
At 31 March 2025	49,720
Net Book Value	
At 31 March 2025	-
At 31 March 2024	-

14. INVESTMENT PROPERTIES

	Group and charity			
	Freehold property	Short leasehold £	Long leasehold £	Total £
Fair Value at 1 st April 2024	2,250,000	2,896	1,250,000	3,502,896
Net loss on revaluation	-	(2,896)	-	(2,896)
Fair Value at 31st March 2025	2,250,000	-	1,250,000	3,500,000

Groundwork London operates out of a 21 Morley Street. This property is also used for investment income. It was determined during the 2019/20 year that 50% of the property should be treated as an investment property in accordance with SORP FRS 102. An external valuation of £1,875,000 from 2016 was assigned to the investment element of this property. The investment element of the property has been subsequently revalued at 31st March 2021 by Avison Young, Chartered Surveyors, with a valuation of £2.25m. In the opinion of the Trustees there have been no changes in valuation since that date.

The short and long leasehold investment properties are held in the UK. The historical cost of the properties is £373,000. Artichoke Mews was revalued for a sum of £1.25m on 31st March 2021 by Avison Young, Chartered Surveyors, on an open market value in accordance with the guidelines issued by the Royal Institute of Chartered Surveyors. In the opinion of the Trustees there have been no changes in valuation since that date.

The above represents investment at fair value in the following properties which were transferred from Groundwork Southwark and Lambeth on 1 November 2007 as follows:

Artichoke Mews (125 year lease from 1 July 1990) - £1.25m. Historical cost £183,000.

Denmark Hill (41 year lease from 5 June 1983) - £2,896. Historical cost £190,000. This lease ended 5 June 2025.

15. SUBSIDIARY COMPANIES

	Charity	
	31.3.25	31.3.24
	£	£
Shares in Group Undertakings	2	2

The charity holds 100% of the issued ordinary share capital of Groundwork Environmental Services (West London) Limited (company number 03810135) and Groundwork Environmental Services (East London) Limited (company number 04308777). Both companies are incorporated in England and Wales. Both companies were dormant during the year.

On 14th March 2017 Groundwork London became the sole member of The Groundwork South Trust Ltd, a company registered in England and Wales (registered co number 01982077, registered charity no. 293705) for no consideration and the Group has consolidated its accounts from that date.

The separate accounts for The Groundwork South Trust Limited show the following for the year ended 31 March 2025.

	31.3.25	31.3.24
	£	£
Total income for the year	9,432,485	9,361,404
Total expenditure for the year	9,384,754	9,319,720
Total surplus for the year	47,731	41,684
Aggregate amount of assets	3,308,459	3,969,560
Aggregate amount of liabilities	3,291,550	4,000,382
Aggregate deficit on unrestricted funds	16,909	(30,822)

16. NON-CURRENT ASSETS

	Charity	
	31.3.25	31.3.24
	£	£
Loans to subsidiary undertakings	-	-
	<u>-</u>	<u>-</u>

There was no Loan outstanding with The Groundwork South Trust Ltd at 31st March 2025 or 2024. Interest on outstanding loans is charged to subsidiary undertakings at 2.85% above the Bank of England base rate, monthly in arrears. The freehold property of the charity has been pledged as security on these funds.

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	31.3.25	31.3.24	31.3.25	31.3.24
			£	£
Trade debtors	3,698,411	7,527,726	4,243,772	7,480,989
Prepayments and accrued income	1,458,051	2,505,232	1,316,094	1,737,605
Other debtors	1,297,297	25,116	441,193	2,604
	<u>6,453,759</u>	<u>10,058,074</u>	<u>6,001,059</u>	<u>9,221,198</u>

18. CURRENT ASSETS INVESTMENTS

	Group and Charity	
	31.3.25	31.3.24
	£	£
Quoted market price at start of year	3,016,690	2,864,282
Additions in year at cost	-	-
Disposals in year	-	-
Net gains / (losses) on cash investments	(101,560)	152,408
	<u>2,915,130</u>	<u>3,016,690</u>
Quoted market price at year end		

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	31.3.25	31.3.24	31.3.25	31.3.24
			£	£
Trade Creditors	518,195	1,153,853	890,316	1,470,792
Taxation and social security	680,927	746,930	577,716	510,380
Deferred income	5,502,600	6,990,821	3,482,448	4,412,032
Other creditors	257,521	437,492	83,851	164,449
	<u>6,959,243</u>	<u>9,329,096</u>	<u>5,034,331</u>	<u>6,557,653</u>

20. DEFERRED INCOME

Movements in group deferred income during the year were as follows:

	Balance at 31.3.24	Amount release to incoming resources	Amount deferred in the year	Group Balance at 31.3.25
	£		£	£
Income from charitable activities	6,990,821	(6,990,821)	5,502,600	5,502,600

Net incoming group resources as shown in the Statement of Financial Activities result from the following:

	Income received	Transferred from deferred income	Group Net income
	£	£	£
Income from charitable activities	33,360,143	(5,502,600)	27,857,543

Movements in group deferred income during the year ending 31st March 2024 were as follows:

	Balance at 31.3.23	Amount release to incoming resources	Amount deferred in the year	Group Balance at 31.3.24
	£		£	£
Income from charitable activities	7,619,232	(7,619,232)	6,990,821	6,990,821

Net incoming group resources as shown in the Statement of Financial Activities during the year ending 31st March 2024 result from the following:

	Income received	Transferred from deferred income	Group Net income
	£	£	£
Income from charitable activities	39,406,942	(6,990,821)	32,416,121

Movements in charity deferred income during the year were as follows:

	Balance at 31.3.24	Amount release to incoming resources	Amount deferred in the year	Charity Balance at 31.3.25
	£		£	£
Income from charitable activities	4,412,032	(4,412,032)	3,482,448	3,482,448

20. DEFERRED INCOME – cont'd

Net incoming charity resources as shown in the Statement of Financial Activities result from the following:

	Charity		
	Income received	Transferred to deferred income	Net income
	£	£	£
Income from charitable activities	25,088,178	(3,482,448)	21,605,730

Movements in charity deferred income during the year ended at 31st March 2024 were as follows:

	Balance at 1 April 2023	Amount release to incoming resources	Amount deferred in the year	Balance at 31 March 2024
	£	£	£	£
Income from charitable activities	5,390,366	(5,390,366)	4,412,032	4,412,032

Net incoming charity resources as shown in the Statement of Financial Activities for the year ending 31st March 2024 result from the following:

	Charity		
	Income received	Transferred from deferred income	Net income
	£	£	£
Income from charitable activities	30,446,797	(4,412,032)	26,034,765

21. COMMITMENTS UNDER OPERATING LEASES

Future minimum lease payments under non-cancellable operating leases for each of the following periods:

	Group		Charity	
	31.3.25	31.3.24	31.3.25	31.3.24
	£	£	£	£
Not later than one year	190,548	169,459	129,187	88,459
Later than one year and not later than five years	204,827	105,898	186,479	69,558
Later than five years	-	-	-	-

Future minimum lease receipts under non-cancellable operating leases for each of the following periods:

	Group and Charity	
	31.3.25	31.3.24
	£	£
Not later than one year	192,843	104,890
Later than one year and not later than five years	497,292	93,086
Later than five years	118,397	-

22. ANALYSIS OF NET ASSETS BETWEEN FUNDS – Group

	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £
Fixed assets	2,128,613	-	2,128,613
Investment Properties	2,250,000	1,250,000	3,500,000
Current assets	12,511,984	397,788	12,909,772
Current liabilities	(6,791,454)	(167,789)	(6,959,243)
	<u>10,099,143</u>	<u>1,479,999</u>	<u>11,579,142</u>

	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £
Fixed assets	2,188,622	-	2,188,622
Investment Properties	2,250,000	1,252,896	3,502,896
Current assets	15,204,598	445,157	15,649,755
Current liabilities	(9,118,939)	(210,158)	(9,329,096)
	<u>10,524,281</u>	<u>1,487,894</u>	<u>12,012,176</u>

22. ANALYSIS OF NET ASSETS BETWEEN FUNDS – Charity

	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £
Fixed assets	1,161,367	-	1,161,367
Non-current assets	-	-	-
Investment Properties	2,250,000	1,250,000	3,500,000
Current assets	11,537,409	397,788	11,935,197
Current liabilities	(4,866,542)	(167,789)	(5,034,331)
	<u>10,082,234</u>	<u>1,479,999</u>	<u>11,562,233</u>

	Unrestricted funds £	Restricted funds £	31.3.24 Total funds £
Fixed assets	1,207,307	-	1,207,307
Non-current assets	-	-	-
Investment Properties	2,250,000	1,252,896	3,502,896
Current assets	13,445,292	445,157	13,890,448
Current liabilities	(6,347,495)	(210,158)	(6,557,653)
	<u>10,555,103</u>	<u>1,487,895</u>	<u>12,042,998</u>

23. THE FUNDS OF THE GROUP - 2025

	Brought forward 1.4.24	Incoming Resources	Resources Expended	Net gains / (losses) on invest- ments	Transfers In / (Out)	Carried Forward 31.3.25
Unrestricted Funds						
General funds	6,398,052	17,088,153	(17,472,276)	-	22,814	6,036,743
Groundwork South	(30,822)	7,199,894	(7,497,207)	-	345,044	16,909
Inter Group trans.	-	(2,937,480)	2,937,480	-	-	-
Total General funds	6,367,230	21,350,567	(22,032,003)	-	367,858	6,053,652
Designated funds	2,115,361	-	-	-	(10,000)	2,105,361
Fair value reserve	2,041,690	-	-	(101,560)	-	1,940,130
Total Unrestricted Funds	10,524,281	21,350,567	(22,032,003)	(101,560)	357,858	10,099,143
Restricted Funds						
Revaluation fund	1,020,672	-	-	(2,896)	-	1,017,776
Property fund	467,223	-	-	-	(5,000)	462,223
Programme funds	-	4,517,577	(4,509,763)	-	(7,814)	-
Groundwork South	-	2,232,591	(1,887,547)	-	(345,044)	-
Inter Group trans	-	(243,192)	243,192	-	-	-
Total Restricted Funds	1,487,895	6,506,976	(6,154,118)	(2,896)	(357,858)	1,479,999
Total Funds	12,012,176	27,857,543	(28,186,121)	(104,456)	-	11,579,142

23. THE FUNDS OF THE GROUP – 2024

	Brought forward 1.4.23	Incoming Resources	Resources Expended	Net gains/ (losses) on invest- ments	Transfers In / (Out)	Carried Forward 31.3.24
Unrestricted Funds						
General funds	6,360,481	11,645,807	(11,362,341)	-	(245,895)	6,398,052
Groundwork South	(72,506)	7,352,868	(7,337,869)	-	26,685	(30,822)
Inter Group trans.	-	(2,477,747)	2,477,747	-	-	-
Total General funds	6,287,975	16,520,928	(16,222,463)	-	(219,210)	6,367,230
Designated funds	2,125,361	-	-	-	(10,000)	2,115,361
Fair value reserve	1,889,282	-	-	152,408	-	2,041,690
Total Unrestricted Funds	10,302,618	16,520,928	(16,222,463)	152,408	(229,210)	10,524,281
Restricted Funds						
Revaluation fund	1,040,389	-	-	(19,717)	-	1,020,672
Property fund	472,223	-	-	-	(5,000)	467,223
Programme funds	-	14,388,958	(14,649,853)	-	260,895	-
Groundwork South	-	2,008,536	(1,981,851)	-	(26,685)	-
Inter Group trans	-	(502,301)	502,301	-	-	-
Total Restricted Funds	1,512,612	15,895,193	(16,129,403)	(19,717)	229,210	1,487,895
Total Funds	11,815,230	32,416,121	(32,351,866)	132,691	-	12,012,176

THE FUNDS OF THE CHARITY -2025

	Brought forward at 1.4.24	Incoming Resources	Resources Expended	Net gains / (losses) on invest- ments	Transfe rs In / (Out)	Carried Forward at 31.3.25
	£	£	£	£	£	£
Unrestricted Funds						
General funds	6,398,052	17,088,153	(17,472,276)	-	22,814	6,036,743
Designated funds	2,115,361	-	-	-	(10,000)	2,105,361
Fair value reserve	2,041,690	-	-	(101,560)	-	1,940,130
Total Unrestricted Funds	10,555,103	17,088,153	(17,472,276)	(101,560)	12,814	10,082,234
Restricted Funds						
Revaluation fund	1,020,672	-	-	(2,896)	-	1,017,776
Property fund	467,223	-	-	-	(5,000)	462,223
Programme funds	-	4,517,577	(4,509,763)	-	(7,814)	-
Total Restricted Funds	1,487,895	4,517,577	(4,509,763)	(2,896)	12,814	1,479,999
Total Funds	12,042,998	21,605,730	(21,892,039)	(104,456)	-	11,562,233

THE FUNDS OF THE CHARITY -2024

	Brought forward at 1.4.23	Incoming Resources	Resources Expended	Net gains / (losses) on invest- ments	Transfe rs In / (Out)	Carried Forward at 31.3.24
	£	£	£	£	£	£
Unrestricted Funds						
General funds	6,360,481	11,645,807	(11,362,341)	-	(245,895)	6,398,052
Designated funds	2,125,361	-	-	-	(10,000)	2,115,361
Fair value reserve	1,889,282	-	-	152,408	-	2,041,690
Total Unrestricted Funds	10,375,124	11,645,807	(11,362,341)	152,408	(255,895)	10,555,103
Restricted Funds						
Revaluation fund	1,040,389	-	-	(19,717)	-	1,020,672
Property fund	472,223	-	-	-	(5,000)	467,223
Programme funds	-	14,388,958	(14,649,853)	-	260,895	-
Total Restricted Funds	1,512,612	14,388,958	(14,649,853)	(19,717)	255,895	1,487,895
Total Funds	11,887,736	26,034,765	(26,012,194)	132,691	-	12,042,998

24. THE FUNDS OF THE CHARITY

Unrestricted Funds

General Funds

Funds available are sufficient to permit the company to continue in operation in the short term given the continued support of the funders. Should this support not continue in the longer term, further financial support would need to be sought to replace it. Where funds which are regarded as restricted are awarded based on outputs rather than actual costs any funds not applied against directly identified costs are transferred at the year end to unrestricted funds to cover overhead costs not directly recharged. Income that has not been fully delivered or earned is deferred.

Designated Funds

The Designated Fund represents funds transferred from the general fund for the purpose of Groundwork London development. This includes the cost of the Morley Street property less the property depreciation charges.

Fair Value Reserve

The Fair Value Reserve is a reserve for the unrealised gains and losses on the charity's unrestricted fixed asset investments and investment property revaluations.

Groundwork South

These financial statements include the results of The Groundwork South Trust Ltd (registered co number 01982077, registered charity no. 293705) following Groundwork London becoming sole company member on 14th March 2017. The funds held in the group accounts represent the general funds of The Groundwork South Trust Ltd at 31st March 2025. Funds are transferred from unrestricted to restricted at the year-end on the basis that no restrictions exist on the income and expenditure recognised.

Restricted Funds

Revaluation Fund

A revaluation fund is required by the Companies Act 2006 where investment properties are revalued subsequent to their acquisition, or in the case of assets held prior to the mergers, transfer to the control of Groundwork London. The balance shown on the revaluation reserve in the accounts, represents the difference between the revaluation of the investment in the Denmark Hill property (in 2003) and its original cost.

Property Fund

The investment property fund represents the valuation of the properties. The properties are the public house at Denmark Hill Station, the workshops and flats at Artichoke Mews and the property at Lower Clapton Road.

The properties at Denmark Hill and Artichoke Mews are intended to be set aside so that the returns are used for the day-to-day expenses of the charity in relation to projects undertaken within the London Borough of Southwark. The property at Lower Clapton Road is a freehold property transferred from Groundwork East London. The trustees have set aside an amount equivalent to the value of the investment properties as designated funds. The revaluation surplus following the most recent valuation of the properties for Denmark Hill is held in a separate Revaluation Fund.

The investment income less the investment management costs are allocated to a "Property" restricted fund.

Programme Funds

Grants, which are received for specific programmes (Communities & Young People, Urban Landscapes and Open Space, Employment & Skills Training and Environmental Services), are accounted for as restricted funds. The balances on restricted funds arise from grants received for these programmes on which some expenditure is still to be incurred in the coming financial year. Where funds which are regarded as restricted are awarded based on outputs rather than actual costs, any funds not applied against directly identified costs are transferred at the year end to unrestricted funds to cover overhead costs not directly recharged. There were no restricted balances on these grant funded programmes at 31st March 2025.

Groundwork South

Income which is received for specific programmes (Greener Living and Working, Youth and Employment, Parks and Open Spaces) are accounted for as restricted funds. These financial statements include the results for the year of The Groundwork South Trust Ltd (registered co number 01982077, registered charity no. 293705) following Groundwork London becoming sole company member on 14th March 2017. The balance of funds in the group accounts at 31st March 2025 represent the total funds held by The Groundwork South Trust Ltd at this date.

25. RECONCILIATION OF CONSOLIDATED NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Group		Charity	
	31.3.25	31.3.24	31.3.25	31.3.24
	£	£		
Net movement in funds	(433,034)	196,946	(480,765)	155,262
Investment income	(415,393)	(398,994)	(415,393)	(398,994)
Depreciation	80,387	98,634	66,318	84,168
Decrease/ (Increase) in debtors	3,604,315	(2,176,531)	3,220,139	(2,234,346)
Net loss/ (gains) on cash investments	104,456	(132,691)	104,456	(132,691)
Decrease in creditors	(2,369,853)	(193,829)	(1,523,322)	(534,866)
Cash flows from operating activities	570,878	(2,606,465)	971,433	(3,061,467)

26. Analysis of changes in net debt

	31.3.24	Cash flows	Other non-cash change	Group 31.3.25
	£	£	£	£
Cash and Cash equivalents				
Cash	2,574,990	(965,893)	-	3,540,883
Overdrafts	-	-	-	-
Cash equivalents	-	-	-	-
	<u>2,574,990</u>	<u>(965,893)</u>	<u>-</u>	<u>3,540,883</u>
Borrowings				
Debt due within 1 year	-	-	-	-
Debt due after 1 year	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total	<u>2,574,990</u>	<u>(965,893)</u>	<u>-</u>	<u>3,540,883</u>

	31.3.24	Cash flows	Other non-cash change	Charity 31.3.25
	£	£	£	£
Cash and Cash equivalents				
Cash	1,652,560	(1,366,448)	-	3,019,008
Overdrafts	-	-	-	-
Cash equivalents	-	-	-	-
	<u>1,652,560</u>	<u>(1,366,448)</u>	<u>-</u>	<u>3,019,008</u>

	At 31.3.24 £	Cash flows £	Other non- cash change £	At 31.3.25 £
Borrowings				
Debt due within 1 year	-	-	-	-
Debt due after 1 year	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total	<u>1,652,560</u>	<u>(1,366,448)</u>	<u>-</u>	<u>3,019,008</u>

	31.3.25	Charity 31.3.24
	£	£
Financial Assets		
Financial assets measured at fair value through income and expenditure	2,915,130	3,016,690
Financial assets that are debt instruments measured at amortised cost	<u>7,703,973</u>	<u>9,136,153</u>
	10,619,103	12,152,843
Financial Liabilities		
Financial liabilities measured at amortised cost	<u>(1,551,883)</u>	<u>(2,145,621)</u>
	<u>9,067,220</u>	<u>10,007,222</u>
	31.3.25	Group 31.3.24
	£	£
Financial Assets		
Financial assets measured at fair value through income and expenditure	2,915,130	3,016,690
Financial assets that are debt instruments measured at amortised cost	<u>8,536,591</u>	<u>10,127,832</u>
	11,451,721	13,144,522
Financial Liabilities		
Financial liabilities measured at amortised cost	<u>(1,456,643)</u>	<u>(2,338,275)</u>
	9,995,078	10,806,247

Financial liabilities measured at amortised cost comprise all creditor balances except deferred income.