



Groundwork West Midlands

Annual Report and Financial Statements 2020/21

Charity registration number
1128858

Company registration number
06823225

Registered office
Lockside

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About Groundwork West Midlands

Groundwork West Midlands (GWWM) is an incorporated charity working to transform lives in the UK's most disadvantaged communities. We are passionate about creating a future where every neighbourhood is thriving, every community is strong and able to shape its own destiny and no-one is held back by their background or circumstances.

We help people gain confidence and skills, get into training and work, lead more active lives and overcome significant challenges such as poverty, isolation, low skills and poor health. We work with businesses and communities to protect the environment and improve green spaces.

We are part of a federation of independent charities in England, Wales and Northern Ireland called Groundwork Trusts, supported by a national office called Groundwork UK.

Our teams are based in offices across the West Midlands delivering services where they are needed the most.

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Message from the Chair

In 2019 the world as we knew it changed beyond recognition, initially we had high hopes of a return to normality in 2020 but sadly the effects of the Covid pandemic continued to impact all of us. These times have required not only a seismic shift in the way that we work and do business but challenged all of us on an individual level – to meet each other less, to catch up in different ways, to literally see less of each other as we carry on more safely at distance or behind face coverings. These changes have impacted not only the physical health but also the mental health of far more people than any other single event in recent history. This has consequently increased demand for support on a community and individual basis exponentially. Projects such as Cook and Eat have helped many people not only make healthy food choices but also provided a community lifeline of connectedness.

Our charity prides itself at working tirelessly to improve the lives, opportunities and environment for the communities that we serve. This need has never been greater. The breadth, depth, and range of projects that Groundwork West Midlands delivers never ceases to amaze and inspire me – volunteers and staff touching lives in positive ways that are life changing for the communities benefitting. From play schemes for young people which stir passion for the environment and create future climate change champions, to practical skills training getting people back into work, the work is understated at times but simply quietly impactful to everyone.

One of the few benefits of the challenges of the pandemic has been the accelerated move to more flexible working practices. Of course, there are projects that just need to be delivered face to face, and the nature of the work that we do means that those critical interactions remain to be delivered in that way. However, we have moved to a flexible working arrangement which has been welcomed by our teams and has allowed reductions to the asset base with support and administration functions being delivered far more flexibly now.

We continue to look for efficiencies, for operational cost savings and for the environment, where contracts are at a point of re-tender, with quality firmly in mind, we look for opportunities to make savings, whether that be systems efficiencies that require less process or joint working between Trusts to drive economies of scale. Working with our partner Trusts across the Greater Midlands, we are looking at shared back-office services, specialisms in one trust being shared by another – ways of delivering better services to our communities with greater efficiencies of finances and resources.

One of the major achievements of the teams in 2020/21 was to secure a major £5 million contract from Serco which allows us to deliver skills, coaching and employment support to clients referred from Job Centre Plus. This project – Project Restart, is a major employment support scheme which not only expands the services delivered by skilled teams in Groundwork WM but it has also created a further 15 full time staff vacancies for the five year duration of the contract.

Alongside the Covid pandemic, our other major societal challenge is climate change, as we move closer to COP26, communities, business, politicians, and individuals are all acutely aware of the need to move to net zero. With pre-existing expertise and a history of environmental projects, GWWM is ideally placed to expand services to support energy efficiency. We will expand our services into commercial areas to offer businesses advice and expertise to look at energy saving mechanisms – as a grant funded programme this project already operates in the Trust. Taking a more sustainable view to longer term funding however, the Board feel that the right direction is to move to a more commercial approach and offer these services affordably but commercially to business in addition to the community Green Doctor schemes that are delivered on behalf of Cadent. Turning to the land

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management projects that we already deliver, again we are exploring how, with expanded connections into businesses locally, we can offer great carbon offset projects which help business alacrity and the environment.

Whilst 2020/21 has been a good year financially with the deficit on our balance sheet reducing hugely from 2019/20, we will be continuing the three-year savings plan instituted to stabilise the balance sheet by 2022/23. The more commercial approaches set out above will further support this plan and the delivery of the newly secured Project Restart will further consolidate our position.

None of the progress made would be remotely possible of course without the commitment, diligence, and great performance in their roles, by our Teams. Following significant organisational change in 2019/20 the teams have settled excellently into new delivery structures and have continually innovated to support continued project delivery for communities over the course of the pandemic. I would like to close with a sincere thank you from the Trustees to all of the staff and volunteers that make delivery possible.

Anne-Marie Simpson, Chair



28th October 2021

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Governance

Structure

Groundwork West Midlands, the charity and the group, is a charitable company limited by guarantee, registered with the Charity Commission (number 1128858) and Companies House (number 06823225). The organisation is governed by its Memorandum and Articles of Association dated 9 June 2009; Trustees are elected or coopted in accordance with these.

Board of trustees

The Groundwork West Midlands board comprises Trustees appointed in accordance with the Charities Act 2011, who are also the directors of the company in accordance with the Companies Act 2006. We take our governance responsibilities very seriously, recognising the need to ensure as much of our resource as possible is expended on delivering our charitable mission while ensuring our organisation is strong, well-managed and financially viable in the long term.

The Trustees are responsible for ensuring sound organisational systems, processes and policies are maintained and embedded in the way Groundwork West Midlands is managed. This includes policies governing our fundraising standards, our investments and our responsibilities to our staff, volunteers and beneficiaries. We pay particular attention to issues of health and safety, data protection and information security and we maintain comprehensive business continuity arrangements.

We take safeguarding very seriously and have a nominated, trained champion on our board. Our Trustees ensure we have access to the expertise needed to run our organisation efficiently, effectively and safely; new Trustees are provided with an induction to the organisation, with a focus on roles and responsibilities.

The Groundwork West Midlands board's work is supported by our Finance and Audit Committee, a sub-committee which oversees the audit process and reviews our Annual Report and Financial Statements independently of the main board.

During the year, we took the opportunity to strengthen the Board and following a skills analysis of existing Board members, we undertook a recruitment exercise, resulting in the recruitment of 4 new Trustees.

The new Board members bring new skills to the board, including marketing, communications, HR and commissioning expertise.

Management Team

In early 2020, we undertook a review of the SMT and installed new members with strong experience of managing and delivering our projects and services. The SMT is now fully representative of all functions of the organisation, and reporting lines are much clearer.

The SMT priority areas for the year were;

- Business Planning
- Organisational Culture (addressing issues identified by staff)
- Relationship with peer organisations and partners
- Strategic Direction (Informed by PwC sessions and the Board Away Day)
- Sub-group Structure

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- Vision / Mission / Values review

The Senior Management Team includes staff members responsible for financial and business management, business development and programme management. The SMT is fully accountable to the Board and the Finance and Audit Committee and operates through delegated powers outlined in our financial regulations.

The team provides regular reports to the board on financial and operational performance and risk management. SMT meets monthly to discuss strategy and operations, however this has been increased to weekly meeting during the Covid-19 crisis, to aid and inform our response to changing delivery methods and subsequent returns to the office throughout the pandemic.

Relationships within Groundwork

Groundwork West Midlands is one Trust within the Groundwork federation of independent charities. Each Groundwork Trust works under a common brand to a common strategy. This strategy sets the direction, milestones and targets which influence operational decision-making across all parts of Groundwork and against which the senior executives hold each other to account.

Within this strategic framework Groundwork Trusts make their own decisions about the project work they develop and deliver. The federation strategy supports this local decision-making by focusing on those areas of development and delivery where there is a need or an opportunity for Groundwork to act collectively in order to achieve maximum benefit for the communities it serves. Individual Trusts benefit from sharing intelligence and the potential to replicate business models that are being delivered in other parts of the federation.

The national office, Groundwork UK, delivers services and activities to support Groundwork Trusts by building brand and profile, generating income for local delivery and supporting quality and impact. Groundwork UK is held to account for its performance by its members. Each Groundwork Trust signs a membership agreement which sets down the obligations of Trusts to Groundwork UK and to each other and the services and standards Groundwork UK will deliver on behalf of the federation.

The value and benefit of being a member of the Federation has been underlined during the ongoing Covid-19 crisis, as the Federation has come together to share best practice and agree common crisis response, areas for joint development and future positioning. The crisis response has also encouraged neighbouring trusts to develop closer working relationships and explore collaborative opportunities.

During the year, GWWM has been working with other trusts across the central region, to develop a 'Midlands Hub' of trusts. We have discussed common areas for potential collaboration / partnership working including;

- Project management systems
- IT
- Business development opportunities
- Shared FD role
- Shared HR support

A key area of discussion has been around shared business development opportunities based around areas of common interest and activity, and as a group of trusts we have agreed to adopt a joint approach to;

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- Marketing and communications
- Green Doctor
- Landscape Design
- Community Health & Wellbeing

This work will be ongoing throughout the next year leading to closer working relationships across the central region.

Related party relationships

The charity operates one trading subsidiary, Groundwork West Midlands Enterprises Limited. All of the issued share capital of this company is held by the charity. This company was formed to operate contracts falling outside the scope Groundwork West Midlands core areas. For 2019–20 no significant transactions were undertaken in Groundwork West Midlands Enterprise Limited that were profit/loss affecting other than unavoidable transactions such as Bank Charges.

Our commitments

We will be environmentally aware and focused on communities in need. Our decisions, actions and operations will be guided by our sustainable development policy, which sets out how we aim to contribute to creating a strong and just society living within environmental limits. Everything we do is underpinned by our values, which inform the way we work and behave. These are:

- Positive
 - We seek positive change through all our work.
- Professional
 - We treat all clients, customers and people that we work with, with courtesy, respect and professionalism.
- Partnership
 - We convene and collaborate both internally and externally, to provide creative, efficient and affordable solutions.

Safeguarding

As a charity dedicated to supporting vulnerable people we make sure our operations are delivered safely and to the highest ethical standards. Groundwork UK have recently undertaken a federation-wide review of Trusts' arrangements for safeguarding and whistleblowing. This work ensures Groundwork Trusts can identify and embed best practice in terms of local management, governance oversight and transparent reporting. Groundwork West Midlands continues to exceed the minimum recommended requirements.

Fundraising activities

The charity had no fundraising activities that require disclosure under S162A of the Charities Act 2011.

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Objects and public benefit

Groundwork West Midlands charitable objects are set down in its Memorandum of Association dated 9 June 2009. They commit us to delivering and promoting regeneration and sustainable development.

The 13 objects cover environmental conservation, social welfare, public education, urban and rural regeneration for public benefit, training and employment opportunities, housing, public amenities, historic buildings, recreational facilities, derelict land reclamation, public health, public safety and other means as may be determined by the Charity Commissioners.

Groundwork West Midlands exists primarily to provide public benefit. Specific benefits delivered in 2020 - 2021 are detailed in the Strategic Report section and provide evidence that the criteria for public benefit have been met. Groundwork West Midlands Trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the organisation's objectives and planning future activities.

Our work is designed to address the needs of all sections of the community and we provide equal access to our services regardless of race, gender, disability or sexual orientation. For further details about our work visit www.groundwork.org.uk/hubs/westmidlands/

Strategic report for the year ended 31 March 2021

Strategic Overview

Groundwork West Midlands is the community charity with a green heart. Our mission is for thriving, sustainable communities and our vision is of vibrant West Midlands communities where people and enterprise prosper.

We have been working for over 20 years to create stronger communities with better local environments, to tackle climate change and combat fuel poverty, to improve skills and get people back into work and inspire the next generation of community champions and green leaders.

We continue to deliver a rich tapestry of local projects, programmes and services that are transforming lives in local communities and helping more people get involved in taking action to improve their personal circumstances and the quality of life in their area.

Context & Impact of Covid – '20/21'.

This has been a very challenging year for all, and the immediate priority for GWWM and most parts of the federation has been to manage the Covid-19 crisis, whilst ensuring business continuity as much as possible, and to plan for, and assess the longer-term impact that the pandemic will have on our future.

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Inevitably, far too much of our time has been spent on fire-fighting, and not enough on strategic planning. However, we have, in recent months been able to consider how best to reconfigure GWWM's offer and income generation activities to ensure delivery and impact in a post-corona world.

We are pleased to report that GWWM has been able to continue to deliver throughout the Covid-19 crisis, win new contracts and funding for future work, and has commenced a range of development and business planning activities to ensure that we are fit for the future and prepared to take advantage of a range of opportunities for growth.

At the start of this financial year, we were faced with what could very easily have been an existential crisis, but thanks to the hard work and dedication of our staff and trustees, we finished the year well ahead of our challenging deficit budget. This was due to a combination of;

- Increased efficiencies
- Savings achieved through new working practices / home working
- Successfully securing new income
- Use of the Job Retention Scheme

Out of 15 Healthy Lifestyles projects 12 projects continued to run throughout the prolonged period of lockdowns. We have seen some fantastic innovative delivery methods such as:

- Virtual group cooking clubs; ingredients and recipes delivered to participant's doorsteps and the group live-cook together, allowing participants to still socialise and receive support from our staff
- Online videos, step by step guides and Facebook live sessions
- Delivery of activity packs and home growing kits
- Adapted social distanced activities where possible

Whilst it has been hard to build on and develop some partnerships or aspects of projects because of restrictions, we have seen new opportunities present themselves or seen Groundwork move to a leading role in partnerships. For example, we were able to play a key role in the Feeding Coventry Network, devising cheap and healthy recipes and cooking instruction videos, to be distributed at food banks and social supermarkets, using goods that they had plentiful donations of. Opportunities such as this have enhanced our good reputation and opened new doors that we can continue to develop.

We have also received some fantastic recognition for our work across the region;

- Coventry 2020 Health and Well Being Awards – **Winner** - Director of Public Health Award for Outstanding Contribution
- Silverdale Country Park – Green Flag Award
- Land Trust Awards
 - **Winner**, Most improved Space – Brickworks site.
 - **Winner**, Volunteer of the year – Brian Bennet at Silverdale
 - **Shortlisted**, Ranger of year and Nature Space of the year

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The projects that did not continue were 'mothballed' for a few months, staff placed on the job retention scheme and the projects extended to ensure that we still receive all the funding allocated and have the opportunity to deliver the projects in full, benefiting the targeted groups. In all cases this has proven to be a successful strategy as they are now back fully operational and exceeding targets in many projects.

The overarching feature of the period has been the fantastic staff that we have. The team have supported each other brilliantly, adapted to new ways of working, been creative and positive throughout.

In terms of our community and environment work, we have seen a real growth in confidence, and development of skills and engagement strategies over this period of time. We were proactive in our discussions with funders and partners. With the challenges posed and the uncertainty of how long this period would last, we continued to plan and deliver projects where possible to the standards expected from Groundwork West Midlands.

Throughout this period, staff have remained flexible, creative and worked hard towards delivering commitments on projects. There have been positive and supportive discussions with funders and remote delivery plans approved meaning engagement with communities can still be delivered and in a meaningful way.

For example, on Go Play during the summer when restrictions had eased, the team delivered a programme; 'summer of play' across venues in Sandwell. Across the theme, we have also been successful in a number of funding applications, highlighting the importance of our reputation and the need for our services in the region.

There has also been significant learning since April. The whole theme has adapted to new ways of working and delivering, which means some of our projects will be stronger for it. At the heart of what we do is on-the-ground community engagement, supporting groups, delivering sessions etc. but now we can take the learning of delivering our projects virtually as a positive, not only for staff skills and knowledge, but for the communities to know that we and our projects are still there for them.

Our employment teams have all adapted very well to remote working, and as a result, we have realised that going forward we can all reduce our carbon footprint significantly utilising various innovative methods of delivery.

We have been in constant contact with our Prime providers regarding delivery mechanisms, and have implemented new ways of working throughout the pandemic.

Impact of Covid on opportunities

The impact of Covid-19 is demonstrated by the effect it has had on the pipeline of opportunities that has shrunk considerably during Year 2 and into Year 3.

During Year 2, a significant reduction in new opportunities added to the pipeline became evident, due to funder uncertainty and changing funding policy to address the pandemic response, leading to a reduction of the number of opportunities published.

Members of staff have anecdotally reported that there has been a lack of opportunities, and this has been confirmed by a recent exercise undertaken. We analysed all opportunities posted on all funding / tender / contract sites on our geographic patch during the last 2 months. Of 657 opportunities posted, only 2 were appropriate for GWWM – as most opportunities were direct Covid-response focussed.

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This contraction of opportunities (although transient and linked directly to Covid-19) has impacted directly on our growth plans for Year's 2 & 3 of the Reset Model.

Strategic positioning

However, Groundwork West Midlands has worked hard during Year 2 to position itself effectively alongside the wider federation, to be strategically positioned to meet the challenges and needs of a post-Covid West Midlands, and form an integral part of the 'building back better' response to the pandemic.

This has resulted in a strategic focus for the future on;

- Employment & training
- Environment and climate change
- Health & wellbeing

We are confident that these 3 key themes will form the greatest need post-pandemic, and we are seeing the evidence of this in Government policy. These 3 themes will attract large amounts of funding and increased opportunities to tackle the impact of the pandemic;

- High levels of unemployment
- Delays to the climate change agenda and achievement of climate change targets
- Increased health inequalities, mental health incidences and obesity crisis

Groundwork West Midlands is well placed to access the opportunities that will start to present themselves in the second half of Year 3, although there is evidence that investment in new employment opportunities is already under way.

Summary of our charitable work.

For 2020/21, Groundwork West Midlands delivered against the previous year's objectives;

- 1) Creating better spaces and places
- 2) Improving people's prospects and lives
- 3) Enabling sustainable living and working

The following is a sample of the work undertaken to satisfy these objectives during a very challenging year;

Tesco Community Grants *(previously called Bags of Help)*

Groundwork West Midlands continues to support applicants and grantees in the 42 West Midlands regions. The programme is managed by Groundwork UK.

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During the COVID lockdown in 2020, we promoted Tesco's COVID funding to local groups helping 578 charities / not-for-profit organisations receive an emergency £500 COVID grant from Tesco. In total in the West Midlands, £289,000 was given out to help groups make adjustments and support their local communities through the COVID crisis. Applications came from groups as varied as: food banks, schools, scout/guide groups, resident associations, sports clubs.

Over the last year we have arranged and chaired multiple panel meetings in every region in the West Midlands to enable Tesco store staff to select which groups in their local area receive funding.

In mid-April 2021, Tesco relaunched their funding programme with a new name (Tesco Community Grants) and a focus on funding projects supporting Children and Young People. In each region, every quarter, three different projects are selected to compete in an in store.

Future Proof Parks

Since 2018, Groundwork West Midlands has been delivering Future Proof Parks. The programme aims to get more young people interested and involved in preserving their local parks and green spaces and is funded by the National Heritage Lottery Fund via Groundwork UK.

Aimed at young people aged between 11 and 25 years old, we connect our young volunteers with local Friends of Park groups, who they help with activities such as practical park maintenance, events, and social media. Over the last year, during subsequent lockdowns, a majority of the engagement moved online as well as offering the young people activities they could do at home or at their local park, such as heritage artwork projects or the summer challenges.

"I really like how the project was able to change since COVID19. I originally joined as I wanted to help out physically in the park but have enjoyed doing the online/ zoom things too. It has kept me distracted and motivated throughout lockdown. I like how I wanted to do some art work and that was sent to my house, this was very convenient and nice to see." Young person, aged 16.

We continued to support five Friends of Park groups by recruiting young volunteers, providing training, and organising activities and events with/for young people.

"The programme has helped me to get out more and do something that I enjoy. I feel more confident due to the praise I received for my contribution in helping maintaining the park. I have learnt what it means to lead a plan and manage my time wisely and efficiently." Young volunteer, aged 20.

Go Play Sandwell (previously called Let's Play)

GWM was awarded the funding for this programme for another three years towards the end of the last financial year (2019/20). Therefore, from the beginning and throughout the past year, Go Play have had to adapt their way of working due to the pandemic.

Working collaboratively with the Go Play partners to deliver a virtual offer has been paramount in order to still provide a service to families. This has provided well needed support to families throughout lockdown. Included in the virtual offer has been unlimited free play resources and activity tutorial videos via our new www.goplaysandwell.co.uk website and social media pages.

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In addition to this, the team have delivered Go Play Zoom activity calls to children across the borough. The Zoom calls have consisted of fun games and arts and crafts activities to partake in whilst in a safe environment. One regular family who attends the Zoom sessions stated-

"The activities you deliver keep the kids engaged and they are constantly on the go which is great. You're always so helpful as well, I think you do such a variation of activities, all of you are so enthusiastic when your delivering the sessions, it's fantastic!"

Another family said the Zoom calls have increased her daughter's confidence-

"She is much more confident. It's her first experience taking part in online Zoom sessions, so it has given her the confidence to interact online and know how to behave in terms of respecting each other and listening to others on the calls."

As restrictions have started to ease in the last quarter, we have been delivering more outdoor sessions in the form of 'Play Bombing' in the parks and green spaces in our delivery towns.

'Play bombing' has given the team the opportunity to leave expressions of play across spaces in Smethwick, Wednesbury and Tipton. This has involved leaving chalk trails, clay critters and nature weaving around these spaces to provide opportunities for children to play when Go Play are not there.

The team have consistently delivered these sessions since the beginning of the Easter holidays, with almost 400 families taking part across Sandwell.

BBO Progress – Coventry and Warwickshire

BBO Progress is a project delivered across Coventry and Warwickshire supporting NEET (not in education or employment) young people to move them into employment or education. WE support through individual IAG (information advice and guidance) and break down barriers to achieving these outcomes.

We have delivered remotely using technology during the covid period and for the last quarter we have cautiously and carefully re-introduced face to face delivery to support our participants

We are currently in talks with the prime contract holder Groundwork UK around the extension to this programme and we are confident that we will continue through 2022/2023.

BBO Connecting Choices – Stoke on Trent

This project has been running since 2016 (with multiple extensions) delivered for Ixion (part of Shaw Trust) we have successfully supported individuals into employment, education or competent job search.

We delivery in Stoke on Trent, Newcastle Under Lyme and also Staffordshire Moorlands.

We support people with many barriers including homeless, substance misuse, ex-offending and various mental health issues – holistically we provide support with the help from specialist partners.

As a result of the hard work and good performance on this project we have recently just agreed for another extension that sees us working on this up to the end of Q4 2022.

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BBO Evolve – Burton

Supporting participants 16+ to move into employment, education or competent job search.

Working with individuals furthest away from the labour market supporting with various barriers.

Providing help with confidence, Mentoring, CV and application support coupled with effective IAG we design a plan for each participant to reach their goal in a specific time.

Delivering either within our centre or out in the community we work with many stakeholders and organisations to support our participants to a favourable outcome.

We are currently in talks around the extension of this programme and are just awaiting a final SLA – this will take this project through to the end of 2022.

BBO Family Matters – Sandwell

This project supports people that are in a family environment, single parents or caring responsibilities. We support breaking down barriers to employment, education or competent job search.

Our links with local colleges are proving very successful and our education route for customers is exceeding the required standard set by the Prime (Black Country Together)

Covid restrictions has meant that we have also had to adapt to virtual support, using various platforms to support our participants. We are looking forward to easing of restrictions and supporting people in our Tipton centre on a face to face basis.

As a result of our success on this project we have agreed to continue with the extension that will take us towards the latter part of 2022.

Sustainable Business Services

Groundwork West Midlands' Sustainable Business Services is a commercial income stream that supports our charitable aims.

Our customers are SMEs from across the West Midlands who are also of course part of our local communities. The majority are based in the Black Country and we serve a core group of loyal businesses who return to buy from us every year. Our current focus is the industrial sector, supporting them with their environmental and health and safety legal obligations. We deliver a suite of services that range from a full package such as managing legal registers, annual environmental and health and safety compliance audits, through to ad-hoc bespoke training or quarterly reports on generic legal updates. The service relies on effective B2B sales and account management and is an area we would like to grow.

Strategic work

We have been working with an organisation called Pilotlight to address a number of issues over the last 12 months. The Pilotlight support sessions have continued and are nearing their conclusion. Following our last session, a final version of a 'Planning Triangle' was produced, and was used to inform the production of a DRAFT Strategic Document setting out our direction for the next 3 years.

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We have also spent time devising a Stakeholder / Partnership Map, to enable us to focus our future business development activity over the coming year.

Following the sessions, we now have;

- Final version of the Planning Triangle to assist strategic planning
- Strategy map
- Draft 3-year strategy
- Updated SWOT analysis
- Partnership map / Engagement plan

The work undertaken with Pilotlight has proved to be very valuable, and has undoubtedly helped us to frame our thinking during a very difficult year.

The Future

Now that the Reset Model has been embedded and is being achieved, the organisation has an exciting opportunity to develop, grow and play a relevant and vital part in the lives of the residents of the West Midlands.

Following an extended period of lockdown where the organisation has discovered new and innovative ways of delivering our work, GWWM now has clarity around its purpose and is fit for the future. The CEO and senior team are now working hard to plan an organisation that delivers relevant and meaningful work in a post-Covid crisis world, to build on the excellent work already undertaken in our turnaround plan, shaping and embedding a culture in an organisation that is excited by future opportunities.

Our primary task is to now ensure that GWWM is a visible, active and recognisable positive presence in the region, building relationships with partners and exploring the development of new activities and initiatives.

We have already identified and been successful in bidding to deliver a significant contract over the next 3-4 years, the Restart Scheme.

Restart

The Restart Scheme is part of the UK Governments “plan for jobs” initiative, designed to provide people with support and advice to help people secure sustainable employment. DWP have chosen Serco as their delivery contract holder and Groundwork WM have been successful as part of their supply partners.

Groundwork West Midlands will be delivering in 4 areas: Sandwell, Dudley, Birmingham and Coventry and will reach 4000 participants. We have and are still in the process of recruitment to service this contract with an initial staff intake of 22 full time over the next 5 months.

Launch date was 28th May 2021 and will support people over a delivery period of four years.

Eligibility for participants are aged 18+ unemployed between 12 and 18 months with no sustained earnings at point of referral and not to be engaged with any other DWP support programme.

Participants have up to 12 months support with our Groundwork West Midlands dedicated team to move into employment.

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By delivering effective information advice and guidance and with robust bespoke needs assessment and action planning we will work with participants to secure employment. We have employability coaches, employability trainers and employment engagement staff all working hard to achieve these goals.

We will achieve this by operating a holistic approach to delivery gaining support from various external companies to help break down any personal barriers to achieving their desired career outcome.

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Financial performance

The result for 2020/21 shows a consolidated deficit before investments gains of £246,209 (2020: deficit £1,008,196) on a consolidated turnover of £1,543,980 (2020: £1,829,484).

The Trustees in 2015 agreed to invest the free reserves to create an income to be used to fund future operating costs of the Trust. Circa £2.5 million was invested and during 2018 - 2019 this resulted in net gain of £202,229 (2020: net loss £58,275) bringing a result of a deficit of £43,980 (2020: deficit £1,066,471).

We review all operating areas of Trust on a regular basis to ensure that we continue to trade on a sustainable basis and consider all opportunities presenting themselves in order that the Trust remains financially stable whilst delivering our strategic aims.

Reserves

In line with our three-year financial strategy our trustees have agreed to set a minimum level of free reserves at 15% of annual turnover or a minimum of £300k.

As at 31 March 2021 Groundwork West Midlands has total unrestricted reserves of £1,106,252 within which are free reserves of £1,090,386 after taking into account fixed assets, and £1,054,360 after taking into account our committed use of our overdraft facility.

The free reserves will enable Groundwork West Midlands to:

- manage known short term commitments that the Charity is exposed to in the course of its business and to fund the usual retrospective nature of programme funding
- respond to unplanned/unforeseen downturn, covering up to 6 months of overhead and salary costs of the organisation

Any income or donations that are received and deemed to be restricted funds are accounted for separately with our Financial Statements. Any monies held longer the statutory minimum retention period after the end of the project, that was deemed restricted, will be reclassified and transferred to unrestricted reserves at the end of that period.

This transfer policy is based on the Statutory Record retention principals. Any funds still restricted beyond the statutory minimum retention period will be reclassified as Unrestricted. This is based on our own Records and Archiving Policy, we believe the funding organisations will have destroyed previous records, as have we; so they will no longer hold information to base future audit requests on, which may have resulted in requests for clawback or return of unspent funds.

The Board will keep its reserves policy under review to ensure that an appropriate balance is maintained between developing reserves to provide:

- sufficient funds to meet its forward obligations
- a reserve against unforeseen events
- adequate resources to fund new initiatives in order to promote the charitable objects

Pension arrangements

The Trust currently offers two types of pension arrangement:

1. A group pension plan through Friends Provident or AEGON (as recommended by Groundwork UK) where employees pay a minimum of 4.5% of salary to Groundwork and a minimum 12% of salary is

TRUSTEES REPORT

remitted to Friends Provident or AEGON.

2. A group pension plan through AEGON where employees pay a minimum of 4.5% of salary to Groundwork and a minimum 9% of salary is remitted to AEGON. This AEGON stakeholder scheme is also offered to employees after completion of 3 month's service where employees pay a minimum of 4.5% of salary to Groundwork and a minimum of 9% of salary is remitted to AEGON.

Principal funding sources

The major sources of funding during the last year are set out below.

- **Private sector grants and contracts** - £330k (£237k in 2019/20)

This includes funds provided by businesses, charitable trusts and foundations. It also includes sales income from Sustainable Business Services.

- **Public sector grants and contracts** - £1.2m (£1.4m in 2019/20)

This includes funding secured to deliver programmes and services on behalf of government departments, public bodies and lottery distributors. Major funders during 2020/21 included the National Lottery Community Fund, the European Social Fund and The Land Trust.

Expenditure on charitable objectives

In line with the objectives set in our Groundwork 2020 strategy and the Groundwork UK business plan, our expenditure in the year was directed towards the following activities.

- **Community projects** - £1.065m (2019/20: £1.3m)

Creating opportunities and delivering projects to improve people's lives and neighbourhoods

- **Employment projects** - £576k (2019/20: £622k)

Removing barriers to employment to help people get back into work

- **Low Carbon Growth Support project** - £46k (2019/20 £188k)

Providing free support to SMEs in the Black Country and Greater Birmingham & Solihull to reduce their energy costs, carbon footprint and enhance resource efficiency.

- **Running Groundwork West Midlands** – £70.5k (2019/20: £133k)

Ensuring Groundwork West Midlands is efficient, effective and flexible and generates maximum revenue from its assets and investments to support its charitable objects.

Principal risks and uncertainties

Groundwork West Midlands holds a high level risk register that Trustees review quarterly. Risks are categorised as Strategic, Governance, Regulatory, Financial, Operational and a score is attributed to the potential impact of named risks, multiplied by the score attributed to the likelihood of the event occurring. Mitigating actions are identified and a status report provided so that Trustees can take assurance that routine or exceptional issues are identified in good time and how they will be addressed.

A key risk is our inability to see through the three-year financial strategy, some of which is dependent on achieving business growth in what is now a very uncertain financial economic landscape. Significant progress has been in all of our key success factors, such as capitalising property, reducing overheads, recruitment of the permanent chief executive and investment in development activities.

TRUSTEES REPORT

Powers of investment

The Trustees are authorised by the Memorandum of Association to invest monies not immediately required for the charity's own purposes in such investments, securities or property as they deem fit subject to any conditions required by law.

This subject is discussed at Board level. The current thinking is that, where possible, monies should be held in easily accessible cash accounts primarily in order to facilitate the rapid set up of beneficial projects. An Investment Policy has been developed and investments in line with this policy were made in 2018/19.

We have secured the use of a Lombard Loan Facility to the value of £1 million against our Investment Portfolio which enables us to draw on cash to fund project expenditure. This will support our cash flow in the short term to deliver the nature of contracts like Payment by Results and those implementing defrayal.

Statement of Trustees responsibilities

The Trustees (who are also directors of Groundwork West Midlands for the purposes of company law) are responsible for preparing the Trustees' report (including the Group Strategic report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and 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 these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company and the group's transactions and disclose with reasonable accuracy at any time the financial position of the charitable group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

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

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditor is unaware; and

TRUSTEES REPORT

- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditor is aware of that information.

This report was approved by the Trustees, on 28th October 2021 and signed on their behalf by:



A Simpson, Chair

INDEPENDENT AUDITORS REPORT

Opinion

We have audited the financial statements of Groundwork West Midlands (the 'parent charity') and its subsidiaries (the 'group') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, Balance Sheet and Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 March 2021 and of the Group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual 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.

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

INDEPENDENT AUDITORS REPORT

appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

- adequate and proper accounting records have not been kept; or
- the 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 8 the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and of 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's or the parent charitable company's or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

INDEPENDENT AUDITORS REPORT

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the group's and of the parent charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

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 might be fundamental to the group's and of the parent charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the group's and of the parent charitable company's for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation (GDPR), Employment legislation and Taxation legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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

INDEPENDENT AUDITORS REPORT

charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Helen Drew,
Senior Statutory Auditor

For and on behalf of

Crowe U.K. LLP,
Statutory Auditor
Black Country House
Rounds Green Road
Oldbury
West Midlands
B69 2DG

Date: 15 November 2021

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2021

		Unrestricted Funds 2021	Restricted Funds 2021	Total Funds 2021	Total Funds 2020
	Note	£	£	£	£
INCOME FROM:					
Donations and legacies	3	6,650		6,650	43,092
Charitable activities	4	390,796	1,038,092	1,428,888	1,680,701
Other Trading activities	5	75,585		75,585	44,465
Investments	6	32,857		32,857	61,226
TOTAL INCOME		505,888	1,038,092	1,543,980	1,829,484
EXPENDITURE ON:					
Raising funds	7	32,599	-	32,599	3,287
Charitable activities	8	731,990	1,025,600	1,757,590	2,834,393
TOTAL EXPENDITURE		764,589	1,025,600	1,790,189	2,837,680
NET EXPENDITURE BEFORE INVESTMENT GAINS		(258,701)	12,492	(246,209)	(1,008,196)
Net (losses)/gains on investments		202,229		202,229	(58,275)
NET EXPENDITURE BEFORE TRANSFERS		(56,472)	12,492	(43,980)	(1,066,471)
Transfer between Funds	16	12,492	(12,492)		-
NET INCOME / (EXPENDITURE)		(43,980)	-	(43,980)	(1,066,471)
NET MOVEMENT IN FUNDS		(43,980)	-	(43,980)	(1,066,471)
RECONCILIATION OF FUNDS:					
Total funds brought forward		1,150,232	91,585	1,241,817	2,308,288
TOTAL FUNDS CARRIED FORWARD		1,106,252	91,585	1,197,837	1,241,817

The notes on pages 28 to 45 form part of these financial statements

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2021

		2021		2020	
	Note	£	£	£	£
FIXED ASSETS					
Intangible assets			-		-
Tangible assets	12		15,866		38,253
Investments	13		<u>1,206,736</u>		<u>1,004,507</u>
			1,222,602		1,042,760
CURRENT ASSETS:					
Debtors	14	230,731		297,426	
Cash at bank and in hand		<u>136,900</u>		<u>270,987</u>	
		367,631		568,413	
CREDITORS: amounts falling due within one year	15	<u>(392,396)</u>		<u>(369,356)</u>	
NET CURRENT LIABILITIES			<u>(24,765)</u>		<u>199,057</u>
NET ASSETS			<u>1,197,837</u>		<u>1,241,817</u>
CHARITY FUNDS					
Restricted funds	16		91,585		91,585
Unrestricted funds	16		<u>1,106,252</u>		<u>1,150,232</u>
TOTAL FUNDS			<u>1,197,837</u>		<u>1,241,817</u>

The Trustees acknowledge their responsibilities for complying with the requirement of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 28th October 2021 and signed on their behalf, by:



A Simpson, Chair

The notes on pages 28 to 45 form part of these financial statements.

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

CHARITY BALANCE SHEET
AS AT 31 MARCH 2021

		2021	2020
	Note	£	£
FIXED ASSETS			
Intangible assets		-	-
Tangible assets	12	15,866	38,253
Investments	13	<u>1,206,737</u>	<u>1,004,508</u>
		1,222,603	1,042,761
CURRENT ASSETS:			
Debtors	14	230,731	298,086
Cash at bank and in hand		<u>110,985</u>	<u>242,585</u>
		341,716	540,671
CREDITORS: amounts falling due within one year	15	<u>(391,888)</u>	<u>(367,448)</u>
NET CURRENT LIABILITIES		<u>(50,172)</u>	<u>173,223</u>
NET ASSETS		<u>1,172,431</u>	<u>1,215,984</u>
CHARITY FUNDS			
Restricted funds	16	91,585	91,585
Unrestricted funds	16	<u>1,080,846</u>	<u>1,124,399</u>
TOTAL FUNDS		<u>1,172,431</u>	<u>1,215,984</u>

The deficit for the year dealt with in the accounts of the Charity was £43,553 (2020 - £1,064,815).

The Trustees acknowledge their responsibilities for complying with the requirement of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 28th October 2021 and signed on their behalf, by:



A Simpson, Chair

The notes on pages 28 to 45 form part of these financial statements

GROUNDWORK WEST MIDLANDS
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	Note	2021	2020
		£	£
Cash flows from operating activities			
Net cash used in operating activities	18	(172,662)	<i>(1,197,619)</i>
Cash flows from investing activities:			
Dividends, interest and rents from investments		32,857	<i>105,691</i>
Proceeds from the sale of tangible fixed assets		5,718	<i>506,675</i>
Purchase of tangible fixed assets		-	<i>(18,290)</i>
Proceeds from sale of investments		135,000	<i>749,055</i>
Purchase of investments		(135,000)	<i>(99,707)</i>
Net cash provided by investing activities		38,575	<i>1,243,424</i>
Change in cash and cash equivalents in the year		(134,087)	<i>45,805</i>
Cash and cash equivalents brought forward		270,987	<i>225,182</i>
Cash and cash equivalents carried forward		136,900	<i>270,987</i>

The notes on pages 28 to 45 form part of these financial statements.

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

1. COMPANY INFORMATION

Groundwork West Midlands (the charity) is a Company Limited by Guarantee, registered in England. The registered office is Lockside, 5 Scotland Street, Birmingham, B1 2RR and principal place of business is Groundwork West Midlands, First Floor Owen House, Unit 36-38 Unity Walk, Tipton Shopping Centre, Tipton, DY4 8QL.

Groundwork West Midlands help to strengthen communities by delivering health, wellbeing, youth, employment and green projects across the West Midlands.

2. ACCOUNTING POLICIES

2.1 Basis of preparation of financial statements

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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Groundwork West Midlands 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.

The Consolidated Statement of financial activities (SOFA) and Consolidated Balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Group has taken advantage of the exemption allowed under Section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.

2.2 Going concern

The Trustees consider they have sufficient reserves and cash to continue operating on a going concern basis for the foreseeable future.

As stated in the Trustee's Report, Trustees believe there are no material uncertainties that call into doubt the Charities ability to continue as a going concern and the accounts have therefore been prepared on the basis that the Charity is a going concern. In light of the current climate in relation to the COVID-19 pandemic the Trustees have reviewed the Charities finances. In the short term cash holdings are sufficient to ensure adequate cash flow for the foreseeable future. In the medium to long term plans for, and the structure of, Groundwork West Midlands remain extant and will continue to be reviewed regularly.

2.3 Company status

The Charity is a company limited by guarantee. The members of the company are the Trustees named on page 47. 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.

2.4 Funds

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

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

Investment income, gains and losses are allocated to the appropriate fund.

2.5 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.

Donated services or facilities are recognised when the Charity has control over the item, any conditions associated

GROUNDWORK WEST MIDLANDS
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FINANCIAL STATEMENT NOTES

with the donated item have been met, the receipt of economic benefit from the use of the Charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the Friends is not recognised and refer to the Trustees' report for more information about their contribution.

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

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

2.6 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity.

Governance costs are those incurred in connection with management of the charity's assets, organisational administration and compliance with constitutional and statutory requirements.

Costs of raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

All costs are allocated between expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of resources. Costs relating to a particular activity are allocated directly. Remaining shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

All expenditure is inclusive of irrecoverable VAT.

2.7 Intangible fixed assets and amortisation

Software assets are stated at cost less amortisation. Amortisation is provided at rates calculated to write off the cost of intangible assets, over their expected useful lives which is estimated to be 4 years.

Amortisation is charged to expenditure on charitable activities in the Statement of financial activities.

2.8 Tangible fixed assets and depreciation

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

Freehold Property	- 20-50 years straight line
Short term leasehold property	- over the term of the lease
Plant and machinery	- 20% straight line
Furniture, fixtures and vehicles	- 20% straight line
Computer equipment	- 25% straight line
Motor vehicles	- 25% straight line

2.9 Investments

Fixed asset investments are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/ (losses) on investments' in the Statement of financial activities.

Subsidiary undertakings:

Investments in subsidiaries are valued at cost less provision for impairment.

2.10 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their

GROUNDWORK WEST MIDLANDS
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FINANCIAL STATEMENT NOTES

settlement value at the balance sheet date.

Debtors

Trade and other debtors are recognised at the settlement amount.

Creditors

Short term creditors are measured at the transaction price.

2.11 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.12 Significant judgements and estimates

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

Critical accounting estimates and assumptions:

Significant judgements

There are no significant judgements having a material effect on the financial statements.

Significant estimates

There are no significant estimates having a material effect on the financial statements.

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

3. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted Funds 2021 £	Restricted funds 2021 £	Total Funds 2021 £	<i>Total Funds 2020 £</i>
Donations	6,650	-	6,650	2,092
Gifts in kind	-	-	-	41,000
	6,650	-	6,650	43,092
Total 2020	2,092	41,000	43,092	

The Charity during 2019/20 occupied premises at Tipton owned by Sandwell District Council rent free. The commercial rent of the property p.a. is £41,000 and is reflected as a gift in kind. These premises were vacated on the 31/03/2020 and the Charity re-located to smaller premises closer to the centre of Tipton.

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds 2021 £	Restricted funds 2021 £	Total Funds 2021 £	<i>Total Funds 2020 £</i>
Community Projects	351,319	562,928	914,247	1,044,649
Employment Projects	-	465,164	465,164	426,533
Low Carbon Projects	-	-	-	148,682
Business Projects SBS	39,477		39,477	60,837
IT Funding		10,000	10,000	
	390,796	1,038,092	1,428,888	1,680,701
Total 2020	510,900	1,169,801	1,680,701	

GROUNDWORK WEST MIDLANDS
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FINANCIAL STATEMENT NOTES

Income from projects provided by:

	Unrestricted Funds 2021 £	Restricted funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Central Government	-	-	-	34,086
Local Authorities	11,653	141,816	153,469	330,476
Public Agencies	195,892	956	196,848	220,800
European Union	-	34,998	34,998	176,109
National Lottery	-	713,059	713,059	682,181
Private Sector	183,251	147,263	330,514	237,049
	390,796	1,038,092	1,428,888	1,680,701

LOTTERY FUNDING

	2021 £	2020 £
BIG Lottery		
IT Project	10,000	
Every Step of the Way	36,289	47,369
Cook Together Eat Together	74,196	91,292
Communities Prepared Sparkhill	847	360
Fancy a Brew	18,065	17,423
Green Recovery Fund	1,378	
Building Better Opportunities – Breakthrough	545,282	492,042
	686,057	648,486
Heritage Lottery		
Future Proof Parks	27,002	30,544
Other Lottery Funding		
Delicious Dinners		3,151
Total	713,059	682,181

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

5. OTHER TRADING ACTIVITIES

	Unrestricted Funds 2021 £	Restricted funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Rental Income				44,465
Other Income	4,316	-	4,316	-
Furlough Income	71,269		71,269	
	75,585	-	75,585	44,465

Total 2020	44,465	-	44,465
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6. INVESTMENT INCOME

	Unrestricted Funds 2021 £	Restricted funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Dividend Income	32,857	-	32,857	61,226
	32,857	-	32,857	61,226

Total 2020	61,226	-	61,226
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GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

7. ANALYSIS OF EXPENDITURE BY EXPENDITURE TYPE

	Staff Costs 2021 £	Depreciation £	Other Costs £	Total 2021 £	Total 2020 £
Expenditure on raising funds	27,456	-	5,143	32,599	3,287
Costs of raising funds	27,456	-	5,143	32,599	3,287
Community Projects	672,929		388,883	1,061,812	1,347,607
Employment Projects	471,946		101,999	573,945	621,912
Business Projects SBS	18,051		27,815	45,866	70,983
Low Carbon Projects					187,956
Exceptional Re-Location/Restructure					472,752
Running Groundwork WM	46,943	16,669	12,355	75,967	133,183
Charitable Activities	1,209,869	16,669	531,052	1,757,590	2,834,393
	1,237,325	16,669	536,195	1,790,189	2,837,680
Total 2020	1,468,402	56,949	1,312,329	2,837,680	

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2021 £	Support Costs 2021 £	Total 2021 £	Total 2020 £
Community Projects	734,066	327,746	1,061,812	1,347,607
Employment Projects	422,219	151,726	573,945	621,912
Low Carbon Projects	-	-	-	187,956
Business Projects SBS	34,863	11,003	45,866	70,983
Exceptional Re-location/Restructure	-	-	-	472,752
Running Groundwork WM	-	75,967	75,967	133,183
	1,191,148	566,442	1,757,590	2,834,393
Total 2020	1,364,764	1,469,629	2,834,393	

GROUNDWORK WEST MIDLANDS
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FINANCIAL STATEMENT NOTES

9. SUPPORT COSTS

	2021	<i>2020</i>
	£	<i>£</i>
General Office	172,772	<i>313,012</i>
IT, Office equipment and maintenance	207,504	<i>378,553</i>
Human Resources	14,279	<i>36,658</i>
Finance and Legal	115,564	<i>190,209</i>
Governance	33,969	<i>62,578</i>
Investment Management Fees	12,354	<i>15,865</i>
Exceptional Re-location/Restructure	-	<i>472,752</i>
	556,442	<i>1,469,629</i>

10. NET INCOME/(EXPENDITURE)

This is stated after charging:

	2021	<i>2020</i>
	£	<i>£</i>
Depreciation of tangible fixed assets:		
-owned by the charitable group	16,669	<i>56,635</i>
Amortisation of intangible fixed assets	-	<i>314</i>
Auditors Remuneration	12,600	<i>12,200</i>
Operating Leases	85,030	<i>49,452</i>

During the year, no Trustees received any remuneration or other Benefits (2020 - £NIL).

During the year, Trustees received reimbursement of expenses totalling £80 (2020 - £112) for travel and accommodation.

Auditor's remuneration includes fees relating to the audit of the Charity of £11,000 (2020 - £11,000).

GROUNDWORK WEST MIDLANDS
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FINANCIAL STATEMENT NOTES

11. STAFF COSTS

Staff costs were as follows:

	2021	2020
	£	£
Wages and Salaries	1,089,486	1,304,760
Social Security costs	87,549	99,755
Pension Costs	60,290	63,887
	1,237,325	1,468,402

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

	2021	2020
	No	No.
Direct Charitable	56	54
Fundraising and Publicity	2	2
Administration	2	2
	60	58

The number of higher paid employees was:

	2021	2020
	No	No.
In the band £70,001-£80,000	1	2
	1	2

Total contributions under defined contribution schemes on behalf of this higher paid employee were £5,683 (2020: £4,221).

At the year-end retirement benefits accruing to 1 (2020: 1) higher paid employee under defined contribution schemes.

Key management personnel received total remuneration of £312,479 (2020: £263,089).

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FINANCIAL STATEMENT NOTES

12. TANGIBLE FIXED ASSETS

Group and Charity	Freehold Property 2021 £	Short term Leasehold Property 2021 £	Furniture, Fixtures, Equipment & vehicles £	Total £
Cost				
At 1 April 2020	-	-	699,487	699,487
Additions	-	-	-	-
Disposals			(26,484)	(26,484)
At 31 March 2021	-	-	673,003	673,003
Depreciation				
At 1 April 2020			661,234	661,234
Charge for the year			16,669	16,669
On disposals			(20,766)	(20,766)
At 31 March 2021			657,137	657,137
Net book value				
At 31 March 2021			15,866	15,866
At 31 March 2020	-	-	38,253	38,253

GROUNDWORK WEST MIDLANDS
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FINANCIAL STATEMENT NOTES

13. FIXED ASSET INVESTMENTS

Group	Listed Securities £
Market Value	
At 1 April 2020	1,004,507
Additions	135,000
Disposals	(135,000)
Revaluations	202,229
At 31 March 2021	<u>1,206,736</u>
At 31 March 2020	<u>1,004,507</u>

Group investments at market value comprise:

	UK £	Overseas £	2021 £	2020 £
Listed Investments	583,127	623,609	1,206,736	1,004,507

Group material investments

The following investments represent more than 5% of the portfolio:

	2021 £	2020 £
UBS ETF SICAV BLB BARCLAYS MSCI UK	81,215	79,816
UBS ETF SICAV MSCI Pacific SOC RES	66,952	54,328
UBS AG Jersey BRCH AUTI REDM NTS 9.7.20 GBP	-	132,678
UBS ETF PLC MSCI UK SOC RES UCITS ETF	144,036	114,148
UBS ETF SICAV MSCI USA Socially Resp UCIT	329,265	236,959
UBS ETF SICAV MSCI EMU SOC RESP CL A GBP	159,893	122,947
ISHARES II PLC Core UK Gilts UCITS	49,598	53,285
ISHARES II PLC GBP Index-Inkd Gilts UCITS	70,458	68,922
BLACKROCK FXD INC ISHARES GREEN BD IDX	99,769	95,898
UBS ETF SICAV MSCI EMRGNG MRKTS SOC RES	67,499	-
BNP ISSUE CALL PHOENIX	138,051	
	<u>1,206,736</u>	<u>958,531</u>

Shares in Group

	Listed Securities £	Undertakings £	Total £
At 1 April 2020	1,004,507	1	1,004,508
Additions	135,000	-	135,000
Disposals	(135,000)	-	(135,000)
Revaluations	202,229	-	202,229
At 31 March 2021	<u>1,206,736</u>	<u>1</u>	<u>1,206,737</u>

GROUNDWORK WEST MIDLANDS
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Charity Investments at cost comprise:

	UK £	Overseas £	2021 £	2020 £
Listed Investments	583,127	623,609	1,206,736	1,347,607
Group	1	-	1	1
Total	583,128	623,609	1,206,737	1,347,608

14. DEBTORS

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Trade debtors	94,576	197,062	94,576	197,062
Amounts owed by group undertakings	-	-	-	660
Other debtors	-	142	-	142
Prepayments and accrued income	136,155	100,222	136,155	100,222
Total	230,731	297,426	230,731	298,086

15. CREDITORS: Amounts falling due within one year

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Overdraft facility	36,026	36,026	36,026	36,026
Trade creditors	39,839	71,621	39,831	71,613
Other taxation and social security	44,567	66,121	44,667	66,221
Accruals and deferred income	271,964	195,588	271,364	193,588
Total	392,396	369,356	391,888	367,448

The overdraft facility is repayable on demand and is secured against investments held with UBS.

Deferred income

Group

Movements in deferred income during the year were as follows:

	Balance at 1 April 2020 £	Amount released to incoming resources £	Amount deferred in the year £	Balance at 31 March 2021 £
Community Projects	107,881	(107,881)	153,313	153,313
Employment Projects	18,459	(18,459)	40,650	40,650
Business Projects	9,930	(9,930)	7,338	7,338
Central IT Funding	10,000	(10,000)	664	664
Total	146,270	(146,270)	201,965	201,965

GROUNDWORK WEST MIDLANDS
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FINANCIAL STATEMENT NOTES

15. CREDITORS (continued)

Charity

Movements in deferred income during the year were as follows:

	Balance at 1 April 2020 £	Amount released to incoming resources £	Amount deferred in the year £	Balance at 31 March 2021 £
Community Projects	107,881	(107,881)	153,313	153,313
Employment Projects	18,459	(18,459)	40,650	40,650
Business Projects	9,930	(9,930)	7,338	7,338
Central Funding	10,000	(10,000)	664	664
Total	146,270	(146,270)	201,965	201,965

Deferred Income comprises commission income received in advance.

16. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/(losses) £	Balance at 31 March 2021 £
Unrestricted funds						
General Funds	1,150,232	505,888	(764,589)	12,492	202,229	1,106,252
Restricted Funds						
General		10,000	(10,000)			
Community	91,585	562,928	(550,928)	(12,000)		91,585
BBO Employment		465,164	(464,672)	(492)		-
	91,585	1,038,092	(1,025,600)	(12,492)		91,585
Total of Funds	1,241,817	1,543,980	(1,790,189)	-	202,229	1,197,837

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/(losses) £	Balance at 31 March 2019 £
Unrestricted funds						
General Funds	2,216,703	618,683	(1,612,304)	(14,575)	(58,275)	1,150,232
Restricted Funds						
General	-	41,000	(41,000)	-	-	-
Community	91,585	597,500	(603,726)	6,226	-	91,585
BBO Employment	-	423,619	(449,822)	26,203	-	-
Low Carbon Projects	-	148,682	(130,828)	(17,854)	-	-
	91,585	1,210,801	(1,225,376)	14,575	-	91,585
Total of Funds	2,308,288	1,829,484	(2,837,680)	-	(58,275)	1,241,817

The unrestricted funds of the charity are those that are not designated for a particular purpose.

The restricted funds of the charity are those that are received for a particular purpose and these encompass the following activities:

Community and general - building stronger neighbourhoods through the provision of community consultations and training and support for community and resident groups.

Employment – working with unemployed individuals, supporting them into employment, education or training.

The transfers during the year represent amounts to top up restricted projects using unrestricted funds.

SUMMARY OF FUNDS - CURRENT YEAR

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/(losses) £	Balance at 31 March 2021 £
General Funds	1,150,232	505,888	(764,589)	12,492	202,229	1,106,252
Restricted Funds	91,585	1,038,092	(1,025,600)	(12,492)		91,585
Total of Funds	1,241,817	1,543,980	(1,790,189)	-	202,229	1,197,837

SUMMARY OF FUNDS - PRIOR YEAR

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/(losses) £	Balance at 31 March 2019 £
General Funds	2,216,703	618,683	(1,612,304)	(14,575)	(58,275)	1,150,232
	91,585	1,210,801	(1,225,376)	14,575	-	91,585
Total of Funds	2,308,288	1,829,484	(2,837,680)	-	(58,275)	1,241,817

GROUNDWORK WEST MIDLANDS
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FINANCIAL STATEMENT NOTES

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted Funds 2021 £	Restricted funds 2021 £	Total Funds 2021 £
Tangible fixed assets	15,866		15,866
Fixed Asset investments	1,206,736		1,206,736
Current assets	276,046	91,585	367,631
Creditors due within one year	(392,396)		(392,396)
	1,106,252	91,585	1,197,837

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted Funds 2020 £	Restricted funds 2020 £	Total Funds 2020 £
Tangible fixed assets	38,253		38,253
Fixed Asset investments	1,004,507		1,004,507
Current assets	476,828	91,585	568,413
Creditors due within one year	(369,356)		(369,356)
	1,150,232	91,585	1,241,817

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

	Group	
	2021 £	2020 £
Net expenditure for the year (as per Statement of Financial Activities)	(43,980)	(1,066,471)
Adjustment for:		
Depreciation and amortization charges	16,669	429,487
(Gains)/losses on investments	(202,229)	58,275
Dividends, interest and rents from investments	(32,857)	(105,691)
(Increase)/decrease in debtors	66,695	117,574
Increase/(decrease) in creditors	23,040	(630,793)
	(172,662)	(1,197,619)

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FINANCIAL STATEMENT NOTES

19. ANALYSIS OF CASH AND CASH EQUIVALENTS

	Group	
	2021	2020
	£	£
Cash in hand	136,900	270,987
Total	136,900	270,987

20. ANALYSIS OF NET DEBT

	At 1 April 2020	Cash Flows	At 31 March 2021
	£	£	£
Cash at bank and in hand	270,987	(134,087)	136,900
Debt due within 1 year	(36,026)	-	(36,026)
	234,961	(134,087)	100,874

21. PENSION COMMITMENTS

The Trust currently offers two types of pension arrangement:

1. A group pension plan through Friends Provident or AEGON (as recommended by Groundwork UK) where employees pay a minimum of 4.5% of salary to Groundwork and a minimum 12% of salary is remitted to Friends Provident or AEGON.
2. A group pension plan through AEGON where employees pay a minimum of 4.5% of salary to Groundwork and a minimum 9% of salary is remitted to AEGON. This AEGON stakeholder scheme is also offered to employees after completion of 3 months' service where employees pay a minimum of 4.5% of salary to Groundwork and a minimum of 9% of salary is remitted to AEGON.

Contributions totalling £8,464 (2020: £12,924) were payable at the year end and are included in creditors.

22. OPERATING LEASE COMMITMENTS

At 31 March 2021 the future minimum lease payments under non-cancellable operating leases were:

	Group	
Group and Charity	2021	2020
	£	£
Amounts payable:		
Not later than 1 year	25,430	49,452
Between 1 and 5 years	54,075	19,139
Total	79,505	68,591

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FINANCIAL STATEMENT NOTES

23. RELATED PARTY TRANSACTIONS

There have been no other related party transactions that require disclosure other than transactions with the subsidiary company, Groundwork West Midlands Enterprise Limited, as set out below:

Group and Charity	2021 £	2020 £
Sundry	427	1,655
Total	427	1,655

The balance outstanding at the year-end owed from Groundwork West Midlands Enterprise Limited at the year-end was NIL (2020: £660).

24. PRINCIPAL SUBSIDIARIES

Groundwork West Midlands Enterprises Ltd

Subsidiary name	Groundwork West Midlands Enterprises Ltd
Company registration number	07110713
Basis of control	100%
Total assets as at 31 March 2021	£ 26,015
Total liabilities as at 31 March 2021	£ 607
Total equity as at 31 March 2021	£ 25,408
Turnover for the year ended 31 March 2021	£ -
Expenditure for the year ended 31 March 2021	£ 427
Loss for the year ended 31 March 2021	(£ 427)

25. FINANCIAL INSTRUMENTS

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Financial assets				
Financial assets measured at fair value through income and expenditure	1,206,736	1,004,507	1,206,737	1,004,507
Financial assets that are debt instruments Measured at amortised cost	189,958	252,859	189,958	253,249
Financial liabilities				
Financial liabilities measured at amortised cost	(145,869)	(156,965)	(145,262)	154,959

Financial assets measured at fair value through income and expenditure comprises investments in listed securities.

Financial assets measured at amortised cost comprise trade debtors and accrued income.

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Financial liabilities measured at amortised cost comprise trade creditors and accruals.

The group's income, expense, gains and losses in respect of financial instruments are summarised below:

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Total investment income for financial assets measured at fair value through income and expenditure		61,226		61,226
Net gains/(losses) on financial assets measured at fair value through income and expenditure		(58,275)		(58,275)
Total investment income for financial assets measured at amortised cost		-		-

The trustees (who are the directors of the company in accordance with the Companies Act 2006) on the date of approval of this report, or who served as trustees at any time during the year reported on, are as follows

ADVISORS

Auditors

Crowe U.K. LLP
Black Country House
Rounds Green Road
Oldbury
West Midlands
B69 2DG

Bankers

The Co-operative Bank
PO Box 250
Skelmersdale
WN8 8WT

Investment Managers

UBS AG Wealth Management
10 Colmore Row
Birmingham
B3 2QD

Solicitors

George Green LLP
19 Waterloo Road
Wolverhampton
West Midlands
WV1 4DY

Knights Plc
The Brampton
Newcastle-under-Lyme
Staffordshire
ST5 0QW

Clowes & Co
112 Baddeley Green Lane
Baddeley Green
Stoke-on-Trent
Staffordshire
ST2 7HA

The Board of Trustees

The trustees (who are the directors of the company in accordance with the Companies Act 2006) on the date of approval of this report, or who served as trustees at any time during the year reported on, are as follows

Appointed trustees

A Simpson, Chair

J Campbell Resigned 31st March 2021

J Patel

A Cranston Resigned 28th November 2020

I Priest

R Tappia Appointed 26th November 2020

B Bickerton Appointed 26th November 2020

G Hooper Appointed 26th November 2020

J Wilkins Appointed 26th November 2020

Company Secretary

Ruth Page Resigned 28th October 2020

Deborah Williams Appointed 28th October 2020

Committees of the Board

Finance and Audit Committee Chair – Jay Patel

Chief Executive

Andrew Thompson



Contact us

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Facebook: /groundworkwestmids

Instagram: @GroundworkWestMids

LinkedIn: Groundwork West Midlands

Charity Registration Number: 1128858

Company Registration Number: 06823225
