



Groundwork West Midlands

Annual Report and Financial Statements 2023/24

Charity registration number
1128858

Company registration number
06823225

Registered office:
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Contents

Page

1	About Groundwork West Midlands
2-21	Trustees Report
2	Message from the Chair
3	Governance
5	Objects and Public Benefit
6	Strategic Report
19	Financial Performance
20	Principal Risks and Uncertainties
21	Statement of Trustees' Responsibilities
22	Independent Auditor's Report
26	Statement of Financial Activities
27	Charity Balance Sheet
28	Cash Flow Statement
29-45	Notes forming part of the financial statements
46	Advisors
47	The Board of Trustees

TRUSTEES REPORT

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.

We are passionate about;

- Creating better places & connections to the natural world
- Improving peoples' prospects & raising aspirations
- Promoting healthier & greener choices

We believe that working with local communities to build their resilience is vital in facing up to the challenges of a post-Covid-19 West Midlands. We know that the negative effects of climate change and environmental breakdown impact first and worst on those who have the least power in society, and who contribute least to the cause of the crisis. A 'just transition' to an inclusive, net-zero economy must tackle, rather than entrench, this inequality and provide a springboard for better work and healthier, happier lives in the places that need it most.

This means creating green jobs that build wealth in local communities, changing behavior to reduce wasted food, energy and water, providing biodiverse, accessible green spaces, supporting businesses to be more responsible and empowering communities to lead activities that improve their quality of life and promote health and wellbeing.

TRUSTEES REPORT

Message from the Chair

As we present our 2023/24 annual report, I am delighted to report positively again, on end of year finances. We close the year in £19,150 trading surplus before investments providing a strong platform for 2024/25.

The 2023/24 year has again been one of success and challenges. Increased demands on services due to the cost of living crisis and in particular high energy prices have meant that all services to aid home energy efficiency have been in great demand. Programmes to aid efficient shopping and cooking to make healthy choices go further and to aid health and well-being also continue to be needed for the communities that we work within.

The continued success of Restart and the excellent performance by our teams has led to additional areas being transferred under our delivery and a new bid in 2024 has been successful in expanding the programme, making it the bedrock of our financial and delivery programmes for the past year and into 2024/25. Prudent management and efficient effective delivery has meant that the programme has delivered headroom back to us to generate more opportunities to help those in need.

Alongside this we continue to consider bidding opportunities that we can deliver within budgets and to look at self-financing income generation to continue to draw in more income to use in new operational services that can address need and demand. We have worked hard to develop delivery partnerships and raise the existing profile that GWWM has across the patch that we operate within.

Whilst recruitment remains a challenge – both for non-executive trustees and staff, staff turnover rates have slowed dramatically reflecting the enhanced stability and satisfaction that our teams have under strong management from Andrew our CEO and his SMT whom the Board of Trustees and I extend great thanks to.

Our Teams and volunteers deserve a huge thank you from all of us on the GWWM Board. On behalf of the Board, I would like to celebrate and appreciate the continued commitment, passion, drive and innovation of our people, those who support delivery to those in need, in areas where support is best placed.

I would like to thank the governance provided by our Board of Trustees, whose expertise, time and shepherding is given freely without which the Charity could not exist. We have reviewed all policies and reinforced practices for safeguarding and Equality, Diversity and Inclusion to ensure that operations are undertaken to current best practice as a minimum.

Please take the time to read our annual report for 2023/24 and reach out to us where we can help and collaborate.

Anne-Marie Simpson, Chair

24th October 2024

TRUSTEES REPORT

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.

Management Team

The SMT is fully representative of all functions of the organisation, with clear reporting lines. The SMT has continued to perform well, resulting in greater efficiencies, and enhanced communication throughout the organisation and excellent delivery of our projects and services.

The Senior Management Team includes staff members responsible for financial and business management, business development and programme management and delivery. 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 operation management of the organisation.

TRUSTEES REPORT

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.

Groundwork West Midlands is an active member of the Groundwork Federation, a national organisation with 14 member trusts. Our CEO, Andrew Thompson represents GWWM on the Federation Executive Team, and our Chair, Anne-Marie Simpson, represents GWWM on the Federation Board.

The Trust and Federation work together to ensure that all the member trusts work together, share best practice and drive up quality standards for the betterment of all. Between them, the Federation Executive Team and the Federation Board consider and discuss all aspects of Groundwork activity, ensuring that policies and strategic and business developments reflect the needs that Groundwork seeks to fulfil.

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.

Related party relationships

The charity operates one trading subsidiary, Groundwork West Midlands Enterprise 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 of Groundwork West Midlands' core areas. For 2023–24 Groundwork West Midlands Enterprise Limited was dormant.

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:

- We will invest in the places and people that need us most – prioritising our resources to bring about lasting change by building skills and capacity within the local communities where we can make most difference.

TRUSTEES REPORT

- We will work with local leaders and listen to local voices –ensuring those it is designed to benefit and adds value to the assets that exist in local areas shape our work.
- We will grow a culture of equity and inclusion – operating with transparency and integrity, seeking out a diversity of viewpoints, in the work we do and the people we employ.
- We will be committed to collaboration – forging strong partnerships, contributing to a thriving community sector and helping others lead where this will achieve greater impact.
- We will act as environmental exemplars – championing practical action to combat the climate and nature emergency and measuring and reducing our own environmental impact.

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 the 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.

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 2023 - 2024 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/

TRUSTEES REPORT

Strategic Report for the year ended 31 March 2024

Strategic Overview

Groundwork West Midlands is a charity working to transform lives in the UK's most disadvantaged communities.

We are passionate about creating a future where every neighbourhood is vibrant and green, 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, protect and improve green spaces, lead more active lives and overcome significant challenges such as poverty, isolation, low skills and poor health.

Our Impact

We spent time during the year considering our impact and how we can effect change. Our work supports people facing multiple challenges – living in isolation or with significant health issues, in communities with few facilities, and with limited employment prospects.

We have nearly four decades' experience of building partnerships to address these challenges in three ways:

- **We create better places** - Making communities greener, safer and healthier by enabling people to work together to bring about change in their local area.
- **We improve people's prospects** - Increasing the confidence, skills, wellbeing and employability of those struggling in education or out of work.
- **We promote greener choices** - Helping people and businesses reduce their environmental impact, cut waste, save money and live more healthily.

Our impacts can be demonstrated below...



727

Community Organisations
Supported



£732,000

Invested In Communities



13,910

Hours of volunteering
mobilised

TRUSTEES REPORT



7

Formal qualifications gained



150

Young people supported to
learn and achieve



503

People supported into education,
training or work



1,777

People sign posted to additional
support



£450k

Distributed in emergency energy
top-ups



£624k

Domestic utility bill savings



103,870 m2

Of land improved



2,496

Households support by our
Green Doctor home energy
efficiency experts



2,458

Trees Planted

Our work is needed because ...

- the number of people not working due to long-term sickness has been rising since 2019 and now stands at more than 2.5 million
- more than 6.5 million households are experiencing fuel poverty with 21.5% of excess winter deaths attributable to cold homes

TRUSTEES REPORT

- almost 3 million people in the UK used a food bank in the last year and 40% of people report feeling worried about being able to afford food
- 2.8 million people in the UK do not have any publicly accessible green space within a 10-minute walk of their home
- 40% of people from ethnic minority backgrounds live in the most greenspace-deprived areas, compared to 14% of White people
- more than a million adults and nearly three-quarters of a million children in the UK live in neighbourhoods where air pollution is double recommended levels
- more than 40% of adults in the UK report feeling anxious about the environment and globally 60% of children and young people say they are extremely or very worried about climate change.

We focus our work in the areas of greatest need across the whole West Midlands Regional footprint.

Sustainable Development Goals

We prioritise our work and measure our achievements based on the difference we make to the lives of people, our impact on the environment and our contribution to UN Sustainable Development Goals. We have identified six goals, which align most closely with our work:

- Goal 1: No poverty
 - Helping people into work and building the resilience of those who are most vulnerable
- Goal 7: Affordable and clean energy
 - Improving energy efficiency and promoting renewables
- Goal 8: Decent work and economic growth
 - Creating jobs and enterprise and helping young people into work
- Goal 11: Sustainable cities and communities
 - Improving green spaces, promoting sustainable transport and improving air quality
- Goal 12: Responsible consumption and production
 - Reducing waste and promoting positive environmental behaviours amongst communities and businesses
- Goal 13: Climate action
 - Promoting practical action and strengthening the resilience of communities to cope with climate-related events

Our approach

We deliver our impact through a range of projects, programmes and services that respond to local need and opportunity but that are developed and informed by the following core commitments.

TRUSTEES REPORT

- **We work where there is most need and we can have most impact** – prioritising our resources and building partnerships so that we can bring about lasting change.
- **We listen to local voices and empower people** – ensuring our work is shaped by those it is designed to benefit and strengthens community assets and infrastructure.
- **We embed equity and inclusion in everything we do** – addressing injustice and seeking out a diversity of viewpoints, both in the work we do and the people we employ.
- **We learn from local practice to promote wider change** – sharing the lessons from our work so that we can influence policy and contribute to system change.
- **We are collaborative and innovative** – forging strong partnerships and working with others to develop new ways of working and achieve greater impact.
- **We are environmental exemplars** – championing practical action to combat the climate and nature emergencies and measuring and reducing our own environmental impact.

Summary of our Charitable Work

Land Management

During the last year (23/24) we have seen new projects and opportunities become available to support our work improving biodiversity, reducing climate change effects and providing safe, welcoming green spaces for our communities. We were delighted to secure a further 10 year tender for the management of Silverdale country Park and Hassall Green Nature reserve in early 2024.

Biodiversity and Nature Recovery

Our Biodiversity and nature improvements continue with targeted species management. In response to our breeding bird survey results we have been targeting our management in the Void area of Silverdale to support species of conservation concern like wading Lapwings onsite. In the last decade at best we have seen 2 or 3

Lapwing chicks each year and they are often lost to predation. Targeted management has culminated in a bumper year in both 2023 and 2024. Visitors were able to witness at least 5 Lapwing sitting on separate nest sites in 2023 and 10 in 2024. Wonderful to see Conservation working in front of our very eyes.



TRUSTEES REPORT

Trees and Tree planting

Tree safety and boundary vegetation have been a dominant issue over this year across many of the sites following the 5 yearly tree safety inspection report. Winter 2023-24 saw the continued development of these project areas with further thinning and reseedling with a woodland seed mix which will establish over the next 2-3 years.

We have planted many tree's this year on our own sites and in collaboration with local authorities to offer tree planting days, aiding our biodiversity improvements and building relationships with local business's.

Staff at a food product development company in Somercotes swapped sauces and spices for spades to support the project.

Eight staff from Griffith Foods, on Cotes Park Industrial Estate, turned out to plant trees at Brook Park – a 37-hectare site with specially recreated limestone grassland on the site of the former Shirebrook Colliery.

As well as donating £2,500 towards the cost of the trees, the team helped to plant 600 saplings at Brook Park with the support of local charity Groundwork which helps to manage the site on behalf of landowners The Land Trust.



UKSE

Young people from a special school are being helped into employment by gaining practical work experience thanks to support from business lender UKSE.

Students aged between 16 and 18 from Abbey Hill School and College in Stoke on Trent are learning skills which they will be able to take into a working environment through the project run by environmental charity Groundwork West Midlands and funded by UKSE.

The business loans specialist, which works with companies across the West Midlands from its regional base in Cannock, is supporting Groundwork to enable the school group to help maintain an area at a country park to develop skills from practical experiences. Sessions are being run by Groundwork community project officers and park rangers with the aim of providing students with an increased knowledge of the environment and practical skills to manage outdoor spaces which they can use in the workplace.

UKSE regional executive Mike Lowe and area manager Steve Grice visited the group as they worked during one of the sessions, joining in with some of the tasks to see how their support was being used.

Mike Lowe commented: "UKSE's mission is to help businesses to grow and prosper for the benefit of the community throughout the West Midlands and the partnership with Groundwork supports this ethos. We are looking forward to seeing the benefits of the project, not only from an environmental perspective but also to support the career paths of the young people involved."

TRUSTEES REPORT

Darren Greensmith, vocational pathways manager at Abbey Hill School and College, said: “Without funding from partners like UKSE it would not be possible for groups like ours to take up the opportunity to be part of projects like this so it is great to see our young people engaged in tasks and projects where they can make a positive difference.

“Partnering with Groundwork creates a realistic working environment for our students to apply their learning from college, building experience which will grow their confidence and develop their skills for the workplace.”



As part of our progression, this year has seen two further sites put forward to the Green Flag award scheme, Telford Millennium Village and The Old Brickworks Nature reserve.

The scheme recognises and rewards well managed parks and green spaces, setting the benchmark standard for the management of recreational outdoor spaces across the United Kingdom and around the world. We eagerly await our results which should be delivered in early July 2024.

Engagement and Education

Many public and private sessions have taken place to engage and educate local people across all of our sites, including work with schools, colleges and university groups.

Sessions are very well attended, and our Engagement Ranger was presented with a community spirit award at the Annual Ketley Parish Assembly this year, in recognition of their work at the reserves.

The activities offered bring multiple wildlife, health and social benefits and include a host of traditional activities such as willow weaving, hedge laying, dry stone walling, scything and identification of Flora and Fauna.



St Luke's Primary 'Big Bird Count'

TRUSTEES REPORT

Healthy Lifestyles

Cook & Eat Well Projects

We run a number of grant funded and commissioned projects across Coventry, Sandwell and Birmingham. These aim to improve knowledge and skills about healthy eating and cooking with the aim of improving both physical and mental wellbeing.

June was referred to a course by a social prescriber after a period of illness, which had caused her to put on weight and get into bad eating habits. June went from home cooking 1 or 2 nights a week to batch cooking a few days a week but eating home cooked food every night. She made small but significant changes to her lifestyles such as, stopping going to the chip shop and eating 5 A Day. The course gave her the opportunity to try new fruits and vegetables that she realised she enjoyed and incorporated into her cooking. June reported big improvement in her mental well-being from attending the course as she made some new friends who continued to meet up weekly after the course, starting their own 'Cooking club' where they take it in turns to cook for each other, share recipes and support each other.

Green Doctor

Green Doctors are trained Energy Advisors who provide advice on energy advice, energy bills and heating systems. We have a number of grants and commissions across the West Midlands with organisations such as Cadent Gas, British Gas and Energy Redress.

Gary and his family were referred to Green Doctor by the council after falling victim to fraud. The Green Doctor Team were able to speak to his landlord and insist on repairs be made to his property, help him secure a Big Difference water grant to cover his water bills, get his energy debt written off, help him apply for a grant for new carpets and fit energy saving measures throughout his home. The team also went over and above making referrals to other organisations and helping him come up with an income & expenditure plan to keep them on track going forward.

"Green Doctor literally saved my life last winter through the fuel vouchers, emergency heater and energy saving devices they fitted for me."

"We refer all of our clients to Groundworks Green Doctor project. They are fast, reliable and actually go to peoples homes, not just talk to them on the phone. They make such a difference to people's lives, helping them to get back on track and save money on energy going forward." Sharon – Council Income Support Team. Stoke on Trent City Council.

Wider Energy Projects

The Green Doctor team has grown and diversified and now has team members who are qualified Domestic Energy Assessors and retro fit assessors. This has allowed us to grow our 'paid for offer' working with a number of partners such as local authorities and architected firms and landlords.

Groundworks energy assessment of our building, helped us evidence the cost savings (£14k pa) of replacing our old flood lighting with LED lights. Based on this evidence our board agreed to invest in the replacement and

TRUSTEES REPORT

Groundwork helped us gain a grant of £2,500 towards the cost. The cost savings are vital for our charity as we are drowning under our increased energy costs and we are also reducing our Carbon emissions.

Money Mentors

Our money mentor project in Wolverhampton supports local people to manage their money more efficiently, maximise their income and advocate for them with services such as energy providers, landlords and debt organisations.

“Hamza has helped me get my finances organised and sort out better payment plans with everyone I owed money to. I wasn’t sleeping or eating as I was so worried with all the letters I was getting that I didn’t understand. I feel so much better now and I have more money as he helped me get Pension credit which I didn’t realise I could claim.”

New to Nature

New to Nature provided life-changing employment opportunities for people who might not normally have access to a career in the environmental sector, with young people who are from an ethnic minority, who are disabled or who are from low-income homes being encouraged to apply for roles in all areas of the nature sector. Hear more from a trainee below:

<https://www.youtube.com/watch?v=egsjSdKYvBk&t=79s>

Employment Support

Restart – Tipton, Dudley, Birmingham & Oldbury

Restart is a DWP funded project and is payment by results.

Supporting all age ranges to break down barriers to employment and move them into work, such as debt, housing, substance dependency – through to the interview prep, motivation and confidence etc. This project comes with many strict customer service standards that all partners must achieve as well as specified employment targets each month.

Groundwork West Midlands continue to achieve and have become a preferred supply chain partner for Serco. As a result, towards the early part of 2024 negotiations took place for Serco to reduce supply chain partners and allocated GWWM extra volumes and locations. We also negotiated the agreed 2 year extension of the project which has been approved by DWP.

One Groundwork staff member was chosen as a champion by Serco for his quality of action plans and CSS standards. They quoted “Jamie, your dedication to creating outstanding action plans and upholding top-tier CSS standards has truly elevated our projects. Your expertise and hard work are invaluable, and we're incredibly grateful for your contributions. Thank you for setting the bar so high!”

Another Groundwork staff member has been praised for effective caseload management and again used as a champion to share best practice. Such best practice includes going the extra mile to support clients, and to ensure that they receive real and demonstrable benefits from our support.

TRUSTEES REPORT

This can be demonstrated with the following case study...

Success story – ‘Client A’

“Client A was referred to Restart in January 2023, from completing his Initial meeting it was clear that Client A had little to no confidence in himself and his abilities, Client A was very quiet to begin with, when attending meetings, he would walk around with his head down, would not speak to or look at anyone in the office and because of this gave off quite an abrasive persona. It also later became apparent that Client A was battling Anxiety and Depression.

As Client A slowly started to complete the short terms goals set his confidence clearly began to improve, it was at this point we decided to support Client A with further interview techniques and gave him training on how to speculatively approach employers, Client A took to this very well and was sent to a Security Company in Dudley, he registered and waited several weeks but was not given any shifts, even after Employer Engagement chased this, Client A was still not given any shifts, this again dampened Client A confidence.

At this point we were coming close to Client A 12 Months on Restart, at the meeting before our Annual Review, Client A was supported in making 11 applications to local security companies, Client A contacted me a few weeks later to say he had been offered the role and wanted support completing the induction paperwork. Client A was given an appointment to come in and we completed all of his paperwork and sent him back to the employer.

At this time Client A had been going back and forth with his mortgage provider who wanted to see proof of Client A starting work so he could evidence that he would be able to make continuous payments to his Mortgage arrears, If Client A was unable to do this he was told he would be evicted from the property on Thursday 25th January 2024 at 12:00pm, Client A advised me of this on Wednesday 24th January 2024, Client A had been trying to do this himself but was struggling with the online portal and obtaining the information needed, this was several months bank statements, income and expenditure, proof of Tax paid over the last 10 years of employment, proof of his pending employment statements from Client A DMP with Stepchange.

As this was clearly time sensitive, I asked Client A to attend the centre straight away, we managed to obtain all of the information required, contacted the employer to gather the details and evidence of his Job Start, I then contacted the mortgage company to ensure all the information sent was correct, I was advised by the mortgage provider that the team who would quality check this would not be in until 9am the following morning. Client A was told to come back to the centre at 9am the following day and we contacted them and waited on the phone as they checked all of the documentation.

At roughly 11:00am the documentation was fully compliant and we were informed the eviction would no longer be taking place.

Needless to say, Client A was over the moon with this, I contacted Client A a few days later and he informed me that he had successfully started his job and was very much enjoying it.

Client A was very grateful for the help and support from Restart is still in the role and has stayed on top of all of his repayments.”

Community and Environment

Tesco Community Grants

Groundwork West Midlands has continued to work with Groundwork UK and Tesco on the Stronger Starts Grant funding programme.

TRUSTEES REPORT

From April 2023 – March 2024, in the West Midlands, Tesco awarded £576,290 worth of grants to 502 not-for-profit organisations

Delivery included:

- Promoting the funding scheme widely across the West Midlands area
- Helping not-for-profit groups to apply for the funding (including schools, charities, community interest companies and sports clubs)
- Supporting Tesco store staff with community engagement in their local areas.

Feedback from groups included:

“The head teacher at Shrubland Street got back to me today and I have now pressed the submit button on the application! Exciting times, thanks so much for giving up your time to help and support the school...”

“...thank you for taking the time to bring us up to date... Your reply demonstrates the depth of support and interest that we get from your company...”

Feedback from Tesco store staff included:

“...thank you so much for today, I genuinely found the meeting very helpful and insightful especially regarding what us as managers can help vote towards what is happening in our communities. It was definitely an eye opener for me...”



Also over the course of the year, £60,000 was awarded to twelve organisations as part of the Golden Grants strand of the programme.

Corporate Volunteering Programmes (HS2 and General Projects)

Groundwork West Midlands continued to work with businesses across the region to deliver corporate volunteer events that positively transform local communities and spaces.

Summary

- From April 2023-March 2024, we delivered 16 general corporate volunteer days. We hosted 237 volunteers from 13 companies at sites across the West Midlands, Staffordshire and Warwickshire.
- From April 2023-March 2024, we delivered 16 HS2 corporate volunteer events, with 260 employees joining us to make a difference. We have secured a new contract with HS2 to continue as their environmental corporate volunteering partner for the next 5 years.

TRUSTEES REPORT

Feedback from volunteers included:

"Amazing day out doing something different - thank you to the organisers"

"Loved all the activities, a great day"

"Very impressed with the whole experience"

"Well organised and a good variety of activities. Useful information on other services feted by groundwork"

"A genuinely wonderful day, thank you!!"

"I felt joyful and blissful, with a greater sense of wellbeing and connection with nature"

"Lovely atmosphere. Very inclusive and enjoyed learning a new activity."

"Absolutely loved my day and enjoyed listening to the staff there who were very knowledgeable on so many different aspects"



In April 2023, corporate volunteers from NHS Property Services helped to revamp the outdoor space at partner site Brasshouse Lane Community Centre, Smethwick.

Feedback from the partner sites included:

"I wanted to say a huge thank you for the hard work and dedication to clearing our outdoor areas to allow us to plan how to purposefully use these space. These are jobs, as a staffing team, we have not gotten round to doing for many many months and are really grateful to have had your support. From here, we will ensure we have a much more productive plan of action to keep these spaces viably open for pupils. Thank you again for the hard work that you do to help others." (Headteacher)

"We are always thrilled when Groundworks come to help us out for a day, are always professional, friendly and organised and the groups you bring are keen to get stuck in and get their hands dirty. As a tiny charity with over 40 acres of natural space to look after, the impact of your group visits cannot be understated." (Castle Bromwich Hall Gardens)

"Thank you so much for yesterday's session. We couldn't be happier with the result. Thank you to the hard work of the corporate volunteers we are a step closer to achieve what we have envisioned for the area. Our regular volunteers were on site today and couldn't believe how much the site has changed!!" (Community Environmental Trust)

"Can you please send my regards to you and your team from HS2. I have come in this morning and the transformation in the gardens is simply amazing. They have worked so hard and all the residents that have spoken to this morning are just delighted. I cannot speak highly enough of both you and the team. Thank you again !!" (Neighbourhood Support Officer at Birmingham City Council)

"I just wanted to say a big thank you to you and the HS2 team for the work carried out at Brookvale park, cutting, pruning trees and hedges and clearing the pathways. It has made a visible difference which I am sure is appreciated by the park users. The team certainly worked hard and has achieved more than I anticipated." (Neighbourhood Action Coordinator at Birmingham City Council).

TRUSTEES REPORT

Go Play Sandwell

From April to September 2023, Go Play delivery funded by Sandwell Council continued across Tipton and Smethwick. From January 2024, delivery has focused on Tipton.

During this time in excess of 1,000 6-12 year olds across both towns have engaged in activities. Partnerships have continued to flourish, including new ones such as, Tipton Muslim Centre who are very keen to bring our provision in at every opportunity, as well as Bearwood Family Hub, who have been able to gain new ways of understanding the importance of play to develop their own outputs.

The programme has also provided much needed support to families. One parent commented that sessions have “really bought her son out of his shell. He’s normally apprehensive about playing with other children, but here (Victoria Park, Smethwick) he just gets stuck in!” One parent also commented that “knowing that her son was going to go to a session and have fun gave her a reason to get over her anxiety to leave the house” (Laybourne Park, Tipton)

We have also had families who have made positive lifestyle choices based on their interactions with Go Play. One family commented that they’d changed their eating habits and had started exercising more because they wanted to get the most out of the sessions, rather than feeling tired straight after arriving.



Finally, families have also commented that they feel Go Play brings a security to some green spaces that have been victims of anti-social behaviour. One child’s parent told us that her son was approached by a young person with a knife, meaning he was scared to come to our sessions at Jubilee Park. “He feels safer coming to the park when he knows Go Play are here, because he knows that the staff are trained to deal with anything that might happen.”

Welcome Hong Kongers

Over the year, the Welcome Hong Kongers project (funded by the Department for Levelling Up, Housing and Communities) has gone from strength to strength, far exceeding targets and aspirations for supporting West Midlands BNOs with their transition to life in the UK.

Summary

Employment support courses held in Birmingham and Solihull, supported 34 people towards building confidence, understanding the UK work environment and systems, searching for jobs, writing a successful CV/cover letter and improving their interview skills.

TRUSTEES REPORT

- GWM staff arranged/administered 5 ESOL courses (Birmingham, Solihull and Nuneaton) and 1 IELTS preparation course (online).
- Social/cultural integration activities to help BNOs to explore the area, meet others and learn about UK life and history – the highest attendance and most successful events included a launch tour of Birmingham Library, tours of Cannon Hill Park and Leamington Spa and a final event/trip to the Black Country Living Museum had 54 adults and 28 under 18s attend.

GWM was successful in securing further funding from the West Midlands Strategic Migration Partnership to continue the project later in the financial year.

Example case studies



歡迎香港人
Welcome Hong Kongers!

English Language case study: Sarah*

Participant profile

- **Course:** Birmingham lower level ESOL
- **Age:** 30s-40s
- **Status:** moved to the UK with partner, parents & young baby
- **Engagement:** social activities, employment support/1:1s, ESOL

Sarah (*not her real name) originally accessed our support by attending an employment course, and later enrolled on our lower level ESOL course in Birmingham. She has also joined 3 social events. When we first got to know her, although a bubbly character, she appeared shy due to her beginner's level of English and relative unfamiliarity with UK culture. As well as giving her a chance to meet other BNOs, explore the area and improve her employability, most of all her level of English and confidence have improved, allowing her to support other Hong Kongers.

"It helps me to revise my CV and improve my English listening. I feel a little more confident [and settled in the UK] than last September and the people are friendly. The [GWM] staff... hold the events to let us visit different place to better understanding the UK culture and make new friends."

(28/3/24)

Funded by:
Department for Levelling Up, Housing & Communities

This project is funded through the DLUHC regional VCSE grant for the Hong Kong BN(O) Welcome Programme. The responsibility/ownership for any products or materials belong to Groundwork WM.



歡迎香港人
Welcome Hong Kongers!

Social events case study: Francis & Claire*

Participant profile

- **Course:** Birmingham/Solihull social events
- **Age:** late 30s-early 50s
- **Status:** couple, moved to the UK in October 2022 with teenage child
- **Engagement:** social activities

Francis & Claire (*not their real names) have attended 5 of our social/cultural integration events. They have been very keen to make a new home for themselves and immerse in UK culture, but have found life very different to that in Hong Kong, foreseeing that settling will be a long journey of discovery. They have greatly appreciated the variety of social activities, particularly the cultural and historical events. These have helped increase their knowledge of the West Midlands and become more familiar with UK customs and culture.

"The social events provided a wonderful platform for all participants to understand and to explore life in the UK. Hong Kong is a very small city and the life & living style are different from that in the UK.... The more we understand the UK history, customs, culture and living style, the more easier we can make friends and mingle with local people. The ultimate goal is to... contribute to society and enjoy life in the UK."

(3/4/24)

Funded by:
Department for Levelling Up, Housing & Communities

This project is funded through the DLUHC regional VCSE grant for the Hong Kong BN(O) Welcome Programme. The responsibility/ownership for any products or materials belong to Groundwork WM.

TRUSTEES REPORT

Financial Performance

The result for 2023/24 shows a consolidated profit before investments gains of £19,150 (2023: gain £347,058) on a consolidated turnover of £3,185,788 (2023: £3,241,445).

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 £1.15 million was invested and during 2023/24 this resulted in net gain of £123,271 (2023: net loss £77,995) bringing a result of a profit of £142,421 (2023: gain £269,063).

We review all operating areas of the 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 2024 Groundwork West Midlands has total unrestricted reserves of £1,592,918 within which are free reserves of £1,584,382 after taking into account fixed assets.

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 than 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.

Principal funding sources

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

- **Private sector grants and contracts** - £2.281m (£1.888m in 2022/23)

This includes funds provided by businesses, charitable trusts and foundations. This includes the Serco Restart Scheme funded by Department for Work & Pensions. It also includes sales income from Sustainable Business Services.

- **Public sector grants and contracts** - £873.6k (£1.317m in 2022/23)

This includes funding secured to deliver programmes and services on behalf of government departments, public bodies and lottery distributors. Major funders during 2023/24 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 2021 strategy, our expenditure in the year was directed towards the following activities.

- **Community projects** - £1.8m (2022/23: £1.3m)

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

- **Employment projects** - £1.2m (2022/23: £1.4m)

Removing barriers to employment to help people get back into work

- **Running Groundwork West Midlands** – £22k (2022/23: £20k)

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 was our inability to see through the three-year financial strategy, some of which was dependent on achieving business growth in a very uncertain financial economic landscape. Significant progress was made, and all of our key critical success factors were achieved ahead of schedule such as capitalising property, reducing overheads, recruitment of the permanent chief executive and investment in development activities.

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

TRUSTEES REPORT

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. Investments are made in line with our Investment Policy, reviewed annually at a Board Meeting with our Wealth Management Company.

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
- 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 and signed on their behalf by:



A Simpson, Chair

24 October 2024

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 2024 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 2024 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 3 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 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.

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

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 and 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 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 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.

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.

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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone

INDEPENDENT AUDITORS REPORT

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 Blundell
LLB FCA FCIE DChA

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

Date: 11 November 2024

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

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

		Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Total Funds 2023
	Note	£	£	£	£
INCOME FROM:					
Donations and legacies	3	100	-	100	1,015
Charitable activities	4	2,178,498	976,894	3,155,392	3,205,172
Other Trading activities	5	3,093	-	3,093	10,000
Investments	6	25,634	-	25,634	25,057
Other Income		1,570	-	1,570	201
TOTAL INCOME		2,208,895	976,894	3,185,789	3,241,445
EXPENDITURE ON:					
Raising funds	7	95,438	-	95,438	32,676
Charitable activities	8	2,112,907	958,293	3,071,200	2,861,711
TOTAL EXPENDITURE		2,208,345	958,293	3,166,638	2,894,387
NET INCOME/(EXPENDITURE) BEFORE INVESTMENT GAINS		549	18,601	19,150	347,058
Net (losses)/gains on investments		123,271	-	123,271	(77,995)
NET EXPENDITURE BEFORE TRANSFERS		123,820	18,601	142,421	269,063
Transfer between Funds	16	22,937	(22,937)	-	-
NET INCOME / (EXPENDITURE)		146,757	(4,336)	142,421	269,063
RECONCILIATION OF FUNDS:					
Total funds brought forward		1,446,160	84,094	1,530,254	1,261,191
TOTAL FUNDS CARRIED FORWARD		1,592,918	79,758	1,672,676	1,530,254

The notes on pages 29 to 45 form part of these financial statements.

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

CHARITY BALANCE SHEET
AS AT 31 MARCH 2024

		2024		2023	
	Note	£	£	£	£
FIXED ASSETS					
Tangible assets	12		8,536		18,326
Investments	13		<u>1,279,013</u>		<u>1,155,743</u>
			1,287,549		1,174,069
CURRENT ASSETS					
Debtors	14	600,053		544,986	
Cash at bank and in hand		337,333		322,059	
		<u>937,386</u>		<u>867,045</u>	
CREDITORS: amounts falling due within one year	15	<u>(552,259)</u>		<u>(510,859)</u>	
NET CURRENT ASSETS / LIABILITIES			<u>385,127</u>		<u>356,186</u>
NET ASSETS			<u>1,672,676</u>		<u>1,530,255</u>
CHARITY FUNDS					
Restricted funds	16		79,758		84,094
Unrestricted funds	16		<u>1,592,918</u>		<u>1,446,160</u>
TOTAL FUNDS			<u>1,672,676</u>		<u>1,530,254</u>

The surplus for the year dealt with in the accounts of the Charity was £142,422 (2023 – £269,063).

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 24th October 2024 and signed on their behalf, by:



A Simpson, Chair

The notes on pages 29 to 45 form part of these financial statements

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

CASH FLOW STATEMENT	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash used in operating activities	18	(10,360)	(93,750)
Cash flows from investing activities:			
Dividends, interest and rents from investments		25,634	25,057
Proceeds from the sale of tangible fixed assets		-	-
Purchase of tangible fixed assets		-	-
Proceeds from sale of investments		-	-
Purchase of investments		-	-
Net cash provided by investing activities		25,634	25,057
Change in cash and cash equivalents in the year		15,274	(68,693)
Cash and cash equivalents brought forward		322,059	390,752
Cash and cash equivalents carried forward		337,333	322,059

The notes on pages 29 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 First Floor Owen House, 17 Unity Walk, Tipton, DY4 8QL.

Groundwork West Midlands helps 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 the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), 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.

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 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 44. 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 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 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.

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

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 generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

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.

Expenditure on 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.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.7 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:

Plant and machinery	- 20% straight line
Furniture, fixtures and vehicles	- 20% straight line
Computer equipment	- 25% straight line
Motor vehicles	- 25% straight line

2.8 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.

2.9 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 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.

2.10 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.

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

2.11 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 2024 £	Restricted funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Donations	100	-	100	1,015
	100	-	100	1,015
Total 2023	1,015	-	1,015	

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds 2024 £	Restricted funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Community Projects	866,503	970,687	1,857,190	1,459,840
Employment Projects	1,258,034	6,207	1,264,241	1,688,399
Business Projects SBS	33,961	-	33,961	56,933
	2,178,498	976,894	3,155,392	3,205,172
Total 2023	1,875,780	1,329,392	3,205,172	

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

Income from projects provided by:

	Unrestricted Funds 2024 £	Restricted funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Central Government	-	34,742	34,742	18,099
Local Authorities	4,000	514,019	518,019	340,231
Public Agencies	269,719	29,552	299,271	369,023
European Union	-	-	-	27,130
National Lottery	-	21,578	21,578	562,373
Private Sector	1,904,779	377,003	2,281,782	1,888,316
	2,178,498	976,894	3,155,392	3,205,172

LOTTERY FUNDING

	2024 £	2023 £
BIG Lottery		
New to Nature	14,445	1,625
Building Better Opportunities	6,206	497,880
Picnic in the Park	927	-
Every Step of the Way	-	2,562
Cook Together Eat Together	-	30,994
Communities Prepared Sparkhill	-	2,883
Green Recovery Fund	-	23,109
Silverdale Country Fair	-	3,320
Total	21,578	562,373

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

5. OTHER TRADING ACTIVITIES

	Unrestricted Funds 2024 £	Restricted funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Other Income	3,093	-	3,093	10,000
	3,093	-	3,093	10,000
Total 2023	10,000	-	10,000	

6. INVESTMENT INCOME

	Unrestricted Funds 2024 £	Restricted funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Dividend Income	25,634	-	25,634	25,057
	25,634	-	25,634	25,057
Total 2023	25,057	-	25,057	

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

7. ANALYSIS OF EXPENDITURE BY EXPENDITURE TYPE

	Staff Costs 2024 £	Depreciation 2024 £	Other Costs 2024 £	Total 2024 £	Total 2023 £
Expenditure on raising funds	76,885	-	18,553	95,438	32,676
Costs of raising funds	76,885	-	18,553	95,438	36,676
Community Projects	784,300		996,265	1,780,565	1,343,149
Employment Projects	863,509		364,277	1,227,786	1,445,096
Business Projects SBS	13,949		26,125	40,074	53,197
Running Groundwork WM	1,968	9,791	11,016	22,775	20,269
Charitable Activities	1,663,726	9,791	1,397,683	3,071,200	2,861,711
	1,740,611	9,791	1,416,236	3,166,638	2,894,387
Total 2023	1,866,957	11,590	1,015,840	2,894,387	

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2024 £	Support Costs 2024 £	Total 2024 £	Total 2023 £
Community Projects	1,565,953	214,612	1,780,565	1,343,149
Employment Projects	951,384	276,402	1,227,786	1,445,096
Business Projects SBS	37,645	2,429	40,074	53,197
Running Groundwork WM	-	22,775	22,775	20,269
	2,554,982	516,218	3,071,200	2,861,711
Total 2023	2,381,445	480,266	2,861,711	

Summary by Fund Type:

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total 2023 £
Community Projects	822,338	958,227	1,780,565	1,343,149
Employment Projects	1,227,720	66	1,227,786	1,445,096
Business Projects SBS	40,074	-	40,074	53,197
Running Groundwork WM	22,775	-	22,775	20,269
	2,112,907	958,293	3,071,200	2,861,711
Total 2023	1,559,540	1,302,171	2,861,711	

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

9. SUPPORT COSTS

	2024	<i>2023</i>
	£	<i>£</i>
General Office	100,061	<i>73,396</i>
IT, Office equipment and maintenance	275,022	<i>258,868</i>
Human Resources	22,402	<i>13,273</i>
Finance and Legal	55,924	<i>79,117</i>
Governance	51,792	<i>48,463</i>
Investment Management Fees	11,016	<i>7,149</i>
	516,218	<i>480,266</i>

10. NET INCOME/(EXPENDITURE)

This is stated after charging:

	2024	<i>2023</i>
	£	<i>£</i>
Depreciation of tangible fixed assets:	9,791	<i>11,590</i>
Auditors Remuneration	13,340	<i>14,525</i>
Operating Leases	120,831	<i>160,916</i>

During the year, no Trustees received any remuneration or other Benefits (2023 - £NIL).

During the year, Trustees received reimbursement of expenses totalling £NIL (2023 - £NIL) for travel and accommodation.

In accordance with normal commercial practice the charity have purchased Trustee indemnity insurance. The insurance provider covers up to £5 million on any one claim and the cost of the policy for the year is £18,581.

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

11. STAFF COSTS

Staff costs were as follows:

	2024	<i>2023</i>
	£	<i>£</i>
Wages and Salaries	1,537,732	<i>1,654,062</i>
Social Security costs	134,522	<i>141,215</i>
Pension Costs	68,357	<i>71,680</i>
	1,740,611	<i>1,866,957</i>

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

	2024	<i>2023</i>
	No	<i>No.</i>
Direct Charitable	54	<i>60</i>
Fundraising and Publicity	2	<i>2</i>
Administration	2	<i>2</i>
	58	<i>64</i>

The number of higher paid employees was:

	2024	<i>2023</i>
	No	<i>No.</i>
In the band £80,001-£90,000	1	<i>1</i>
	1	<i>1</i>

Total contributions under defined contribution schemes on behalf of this higher paid employee were £6,375 (2023: £5,250).

At the year-end retirement benefits were accruing to 1 (2023: 1) higher paid employee under defined contribution schemes.

Key management personnel received total remuneration of £300,896 (2023: £251,560).

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

12. TANGIBLE FIXED ASSETS

		Furniture, Fixtures, Equipment & vehicles £	Total £
Cost			
At 1 April 2023		151,448	151,448
Additions		-	-
Disposals		-	-
At 31 March 2024		<u>151,448</u>	<u>151,448</u>
Depreciation			
At 1 April 2023		133,121	133,121
Charge for the year		9,791	9,791
On disposals		-	-
At 31 March 2024		<u>142,912</u>	<u>142,912</u>
Net book value			
At 31 March 2024		8,536	8,536
At 31 March 2023	-	18,326	18,326

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

13. FIXED ASSET INVESTMENTS

Charity	Listed Securities
	£
Market Value	
At 1 April 2023	1,155,742
Additions	-
Disposals	-
Revaluations	123,271
At 31 March 2024	<u>1,279,013</u>
At 31 March 2023	<u>1,155,742</u>

Investments at market value comprise:

	UK	Overseas	Total	Total
	£	£	2024	2023
			£	£
Listed Investments	229,825	1,049,188	1,279,013	1,155,742

Material Investments

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

	2024	2023
	£	£
UBS ETF SICAV BLB BARCLAYS MSCI UK	67,552	67,462
UBS ETF SICAV MSCI Pacific SOC RES	67,118	63,248
UBS ETF PLC MSCI UK SOC RES UCITS ETF	142,048	138,055
UBS ETF SICAV MSCI USA Socially Resp UCIT	462,884	366,053
UBS ETF SICAV MSCI EMU SOC RESP CL A GBP	174,971	166,840
ISHARES II PLC Core UK Gilts UCITS	37,668	38,662
ISHARES II PLC GBP Index-Inkd Gilts UCITS	50,108	53,431
BLACKROCK FXD INC ISHARES GREEN BD IDX	88,582	83,865
UBS ETF SICAV MSCI EMRGNG MRKTS SOC RES	57,861	58,021
GS 5Y HRIX CALL SPX UKX	130,221	120,105
	<u>1,279,013</u>	<u>1,155,742</u>

	Listed Securities	Undertakings	Total
	£	£	£
At 1 April 2023	1,155,742	1	1,155,743
Additions	-	-	-
Disposals	-	-	-
Revaluations	123,271	-	123,271
At 31 March 2024	<u>1,279,013</u>	<u>1</u>	<u>1,279,014</u>

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

Investments at cost comprise:

	UK	Overseas	Total 2024	Total 2023
	£	£	£	£
Listed Investments	229,825	1,049,188	1,279,013	1,155,742
Subsidiary Undertaking	1		1	1
Total	229,826	1,049,188	1,279,014	1,155,743

14. DEBTORS

	2024	2023
	£	£
Trade debtors	350,531	318,924
Other debtors	916	-
Prepayments and accrued income	248,606	226,062
Total	600,053	544,986

15. CREDITORS: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	148,722	69,965
Other taxation and social security	60,003	90,817
Clawback creditors	-	33,731
Amounts owed to Subsidiary Undertaking	1	1
Accruals and deferred income	343,533	316,704
Total	552,259	510,858

Deferred income

Movements in deferred income during the year were as follows:

	Balance at 1 April 2023	Amount released to incoming resources	Amount deferred in the year	Balance at 31 March 2024
	£	£	£	£
Community Projects	123,187	(123,187)	271,007	271,007
Employment Projects	137,664	(137,664)	15,348	15,348
Business Projects	-	-	6,125	6,125
Total	260,851	(260,851)	292,480	292,480

Deferred Income comprises commission income received in advance.

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

16. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/(losses) £	Balance at 31 March 2024 £
Unrestricted funds						
General Funds	1,446,160	2,208,895	(2,208,345)	22,937	123,271	1,592,918
Restricted Funds						
Community	84,094	970,687	(958,227)	(16,796)	-	79,758
Employment	-	6,207	(66)	(6,141)	-	-
	84,094	976,894	(958,293)	(22,937)	-	79,758
Total of Funds	1,530,254	3,185,789	(3,166,638)	-	123,271	1,672,676

SUMMARY OF FUNDS - CURRENT YEAR

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/(losses) £	Balance at 31 March 2024 £
General Funds	1,446,160	2,208,895	(2,208,345)	22,937	123,271	1,592,918
Restricted Funds	84,094	976,894	(958,293)	(22,937)	-	79,758
Total of Funds	1,530,254	3,185,789	(3,166,638)	-	123,271	1,672,676

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 either top up restricted projects using unrestricted funds available, and/or transfer any remaining completed project surplus to unrestricted funds in line with the agreement.

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/(losses) £	Balance at 31 March 2023 £
Unrestricted funds						
General Funds	1,190,068	1,912,053	(1,592,216)	14,250	(77,995)	1,446,160
Restricted Funds						
Community	71,123	831,328	(797,741)	(20,616)	-	84,094
BBO Employment	-	498,064	(504,430)	6,366	-	-
	71,123	1,329,392	(1,302,171)	(14,250)	-	84,094
Total of Funds	1,261,191	3,241,445	(2,894,387)	-	(77,995)	1,530,254

SUMMARY OF FUNDS - PRIOR YEAR

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/(losses) £	Balance at 31 March 2023 £
General Funds	1,190,068	1,912,053	(1,592,216)	14,250	(77,995)	1,446,160
Restricted Funds	71,123	1,329,392	(1,302,171)	(14,250)	-	84,094
Total of Funds	1,261,191	3,241,445	(2,894,387)	-	(77,995)	1,530,254

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted Funds 2024 £	Restricted funds 2024 £	Total Funds 2024 £
Tangible fixed assets	8,536	-	8,536
Fixed Asset investments	1,279,013	-	1,279,013
Current assets	857,628	79,758	937,386
Creditors due within one year	(552,259)	-	(552,259)
	1,592,918	79,758	1,672,676

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted Funds 2023 £	Restricted funds 2023 £	Total Funds 2023 £
Tangible fixed assets	18,327	-	18,327
Fixed Asset investments	1,155,742	-	1,155,742
Current assets	768,694	98,344	867,038
Creditors due within one year	(510,859)	-	(510,859)
	1,431,904	98,344	1,530,248

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

	2024 £	2023 £
Net expenditure for the year (as per Statement of Financial Activities)	142,421	269,057
Adjustment for:		
Depreciation and amortization charges	9,791	11,590
(Gains)/losses on investments	(123,271)	77,995
Dividends, interest and rents from investments	(25,634)	(25,057)
(Increase)/decrease in debtors	(55,067)	(37,786)
Increase/(decrease) in creditors	41,400	(389,549)
	(10,360)	(93,750)

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

19. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2024 £	2023 £
Cash in hand	337,333	322,059
Total	337,333	322,059

20. ANALYSIS OF NET DEBT

	At 1 April 2023 £	Cash Flows £	At 31 March 2024 £
Cash at bank and in hand	322,059	15,274	337,333
Debt due within 1 year	-	-	-
	322,059	15,274	337,333

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 offered to employees after completion of 3 months' service

Contributions totalling £11,348 (2023: £11,360) were payable at the year end and are included in creditors.

22. OPERATING LEASE COMMITMENTS

At 31 March 2023 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

Charity	2024 £	2023 £
Amounts payable:		
Not later than 1 year	17,927	30,475
Later than 1 year and not later than 5 years	87,757	77,152
Total	105,684	107,627

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

FINANCIAL STATEMENT NOTES

23. FINANCIAL INSTRUMENTS

	2024	<i>2023</i>
	£	<i>£</i>
Financial assets		
Investment in Listed Securities	1,279,013	1,155,742
Trade Debtors	350,531	318,917
Accrued Income	197,730	171,954
Financial Assets measured at amortised cost	548,261	490,871
Financial liabilities		
Trade Creditors	148,722	69,965
Accruals	50,876	55,492
Financial Liabilities measured at amortised cost	199,598	125,457

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.

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

ADVISORS

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Bankers

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Investment Managers

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10 Colmore Row
Birmingham
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Oculus Wealth Management
Game Keepers Cottage
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Solicitors

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Baddeley Green
Stoke-on-Trent
Staffordshire ST2 7HA

Veale Wasbrough Vizards
3 Brindley Place
Birmingham
B1 2JB

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 Patel Resigned 30/11/2023

I Priest

R Tappia

B Bickerton

G Hooper Resigned 30/11/2023

P Farrell

L Campbell Appointed 27/04/2023

Company Secretary

Deborah Williams

Committees of the Board

Finance and Audit Committee Chair – Ian Priest

Chief Executive

Andrew Thompson



Contact us

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LinkedIn: Groundwork West Midlands

Charity Registration Number: 1128858

Company Registration Number: 06823225
