



Groundwork West Midlands

Annual Report and Financial Statements 2024/25

Charity registration number
1128858

Company registration number
06823225

Registered office:
First Floor Owen House
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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.

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Message from the Chair

Another year passed and I am delighted again to be able to report extremely positively on the 2024/25 year and to present our annual report.

Closing the year in £206,265 trading surplus, our account balance remains strong with a positive end to the year for financial management and service delivery. This prudent approach to accurate bidding processes that strike the right balance between the realistic cost of delivery whilst remaining competitive, together with sound financial investment policies, has meant that this year we have been able to undertake a full strategic review, the aim of which is to invest surplus in growth and service expansion. This is a position that 6 years ago we could only imagine. Now, with greater financial alacrity, resource structures that are fit for excellence in delivery, excellent management and governance, we have achieved the ability to do much more and serve more need in our communities.

The success of our delivery of the DWP Restart programme has led to expansion in the programme areas and funding that our teams deliver, getting more people back into active work, improving prospects and mental and physical well-being. We have expanded our Green Doctor Team reflecting the huge demand for energy advisors to help with the rising costs of energy and the financial hardship that this can bring to communities. Our land management offer has also grown, we are now engaged in multiple conversations to manage more country parks, land and parks for land owners and Local Authorities. Expertise in this area is a real strength for the organisation and has the prospect of creating more self-sustaining income to use on community-based projects that support healthy eating, financial literacy and youth / community engagement to help tackle isolation and loneliness.

Finally, following our strategic review, we find that we are able to fully invest in creation of an expanded physical presence in Tipton to develop a café and community hub for service delivery. This asset will be fully funded by GWWM resources to provide a key local asset for the community, a place to eat, meet and be less isolated. Services and training are also to be delivered from the café and to increase awareness of what we can do to help communities and individuals build resilience.

We have built new staff engagement and benefit systems to support the well-being of our teams, established Board sub groups for HR, Equality, Diversity and Inclusion and Finance and Audit to enhance the Trustees interface and contact with staff and strengthen our approach to governance. These measures, together with a renewed vigour and optimism in the organisation, have helped reduce both staff turnover and sickness rates. Our Chief Executive deserves a particular highlight as his leadership, expanded senior networks, increased responsibilities at a national Groundwork Trust level have enhanced our reputation and awareness of our ability. 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 and without which the Charity could not exist.

Please take the time to read our annual report for 2024/25 and reach out to us where we can help and collaborate.

Anne-Marie Simpson, Chair

23rd October 2025

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Governance

Structure

Groundwork West Midlands, the charity 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.

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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 2024–25 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.

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- 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/

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Strategic Report for the year ended 31 March 2025

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 over 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...



694

Community Organisations
Supported



£767,274

Invested In Communities



9,525

Hours of volunteering
mobilised

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578

Formal qualifications gained



98

Young people supported to
learn and achieve



1,748

People supported into education,
training or work



1,769

People helped to reduce
Energy and water use



£834k

Distributed in emergency energy
top-ups



£788k

Domestic utility bill savings



1,477,000 m2

Of land improved



4,713

Households support by our
Green Doctor home energy
efficiency experts



1,673

Trees Planted



2,503

People supported to make
greener choices

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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 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 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
- 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.

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.

- **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.

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- **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.

CEO Strategic Summary - 2024/25

The past year has marked a transformative period for Groundwork West Midlands (GWWM), defined by bold strategic action, operational innovation, and a deepened commitment to supporting resilient communities and sustainable environments. In alignment with the Groundwork Federation Strategy (2023–2028), GWWM has undertaken significant initiatives across governance, programme development, business transformation, and partnership expansion.

1. Strategic Review & Future Planning

GWWM initiated a comprehensive **Strategic Review** during 2024/25 to inform its 2025–2030 development plan. This review examined the organisation’s operational model, income diversification, governance structures, and programme priorities. It led to the identification of key themes for future growth, including:

- Expanding land management services and green hubs
- Growing accredited training and employment pathways in green jobs
- Enhancing digital infrastructure and impact measurement systems
- Strengthening community resilience and health-related programming

2. Business Development & Investment Strategy

To drive growth, GWWM have developed a **five-year Business Development Investment Strategy** (2025–2029), using designated reserves to support sustainable income streams. Investments include:

- Expansion of corporate volunteering and CSR services
- Development of a community café (Unity Brew) as a social enterprise
- Recycling and reuse programmes
- Accredited training delivery for green and health-related jobs
- Establishment of green community hubs and pursuit of land ownership for strategic environmental use

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3. Digital Transformation & Operational Resilience

In March 2025, GWWM launched a major **digital transformation project**, implementing Microsoft Dynamics 365 with TES as the delivery partner. This cloud-based solution improves financial oversight, automates workflows, and strengthens funder compliance. The transformation enhances data security and operational agility, and supports scalable growth.

Additionally, GWWM achieved **ISO 27001 Certification**, demonstrating best-in-class data protection practices and strengthening our credibility with partners and funders.

4. New Programme & Service Development

GWWM continued to respond to community and environmental needs through innovative programming:

- Launch of the **Unity Brew Community Café**, combining social enterprise with health and employment outcomes
- Ongoing delivery and expansion of flagship programmes such as **Green Doctor**, **Cook & Eat**, and **The People's Patch**
- Development of nature-based engagement initiatives and land management schemes with local authorities and other land owners

5. Workforce Development & Culture

To support organisational health, GWWM invested in cultural transformation. The **2024 Away Day** launched a positive psychology and wellbeing programme ("Art of Brilliance"), designed to improve staff morale, emotional intelligence, and internal collaboration. Retention improved significantly as a result of previous work including investments in pay and benefits.

This year, GWWM has balanced ambition with responsibility, investing in scalable infrastructure and people-powered programmes while maintaining financial stability. As we move into the next strategic cycle, we are well-positioned to deepen our impact, grow our partnerships, and lead on inclusive, green innovation across the West Midlands.

Summary of our Charitable Work

Land & Environment

2024/25 has been a transformative year for the Land and Environment Team. Despite ongoing challenges in the funding landscape, the team has continued to grow and deliver meaningful, place-based environmental and community work across the region.

Relationship-building has been a key focus, and we have seen this effort rewarded — with organisations increasingly seeking us out as a delivery partner for green space improvements, nature-based wellbeing initiatives, and biodiversity recovery.

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The Land and Environment Team continues to support both health and wellbeing programmes and the delivery of CSR event days in collaboration with colleagues across the organisation.

These activities not only enhance our sites and deepen community impact, but also provide valuable training and development opportunities for both staff and volunteers.

By working together across teams and building a multiskilled workforce, we're becoming stronger, more resilient, and better equipped to adapt to change—ensuring we can meet the evolving needs of the people and places we serve.



As scientific research and recognition grows around the vital role of green spaces in supporting health, wellbeing, and cohesive communities, so too does the need to provide meaningful opportunities for people to learn, engage, and build confidence in how they interact with the natural environment. This connection is more important now than ever.

We look forward to continuing to work collaboratively, strengthening partnerships and growing our impact in the years to come.

Highlights from our Nature reserves

◆ Brickworks Biodiversity Boost

Our work to restore aquatic habitats at The Old Brickworks continued with the support of additional funding from the Severn Trent Biodiversity Fund. This has allowed us to further improve the site's ponds and support amphibians, invertebrates, and wetland plant species.

The Old Brickworks – Land Trust Most Improved Site of 2024

Our dedication to enhancing The Old Brickworks has earned it the title of Land Trust Most Improved Site of 2024. Estate Manager Mary Doyle nominated the park, recognising the continuous improvements led by the

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ranger team. With a modest budget, year-on-year enhancements have flourished, showcasing an impressive range of habitats.

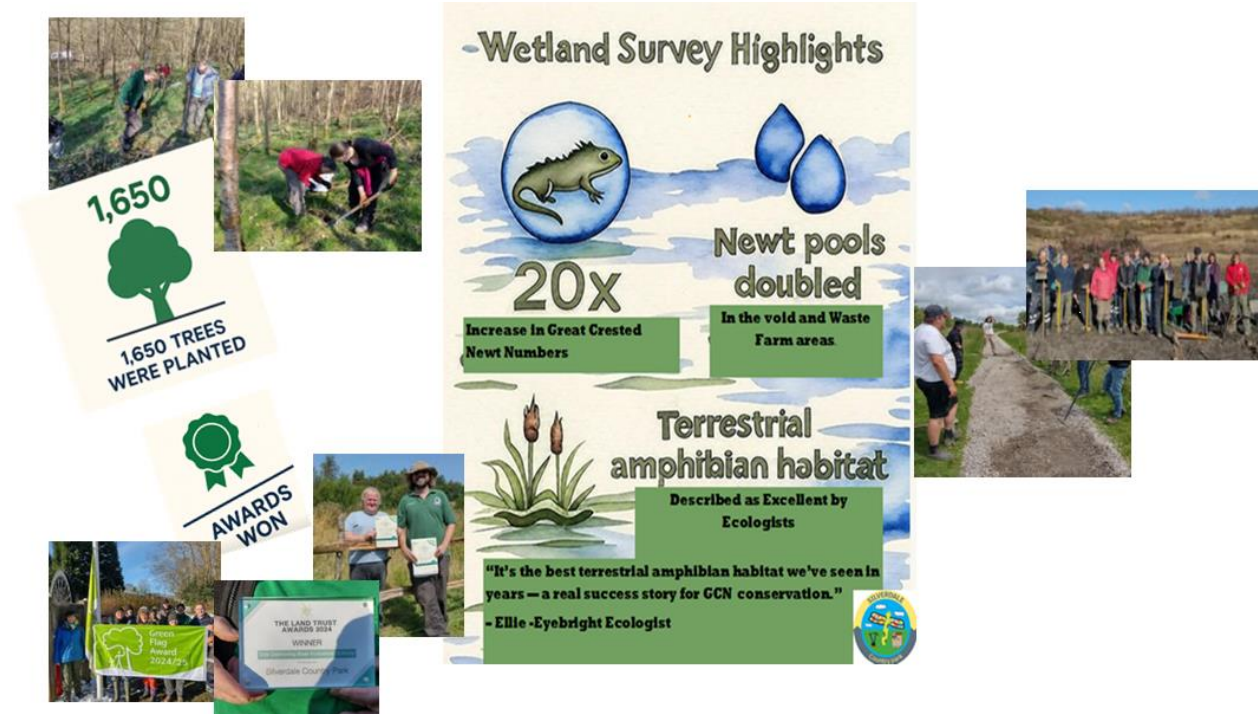
"These efforts have transformed the reserve into a standout site for accessibility and safety." – Mary Doyle



Land Trust Awards



Our amazing Silverdale volunteers were recognised with the Land Trust Economy Award for championing sustainability. Through traditional coppicing, they've turned locally harvested Hazel into hedge stakes, fence posts and more—cutting our carbon footprint and embracing centuries-old eco-practice. A brilliant example of low-impact, resourceful land management.



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Community Projects

Leamore Primary School

We transformed the bleak, tarmac-filled playground corner into a thriving 34.5 square meter pond area at Leamore Primary School, funded the Severn Trent Pebbles Fund.

During the summer holiday closure, our ranger team removed the tarmac, installed a pond liner, and planted native species, turning it into a biodiversity haven surrounded by a natural park and allotments. The area now inspires learning and wildlife.



Walsall Hospital: Nature in Healthcare

In partnership with Natural England and the NHS, we transformed two greenspaces at Walsall Hospital into wildlife-rich areas. The project incorporated pollinator-friendly planting, new interpretation panels, and habitat features, providing therapeutic spaces for both staff and patients.

"I had no idea we had so much green space—it's made a huge difference to our breaks." – Anna NHS Staff Member



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Working together

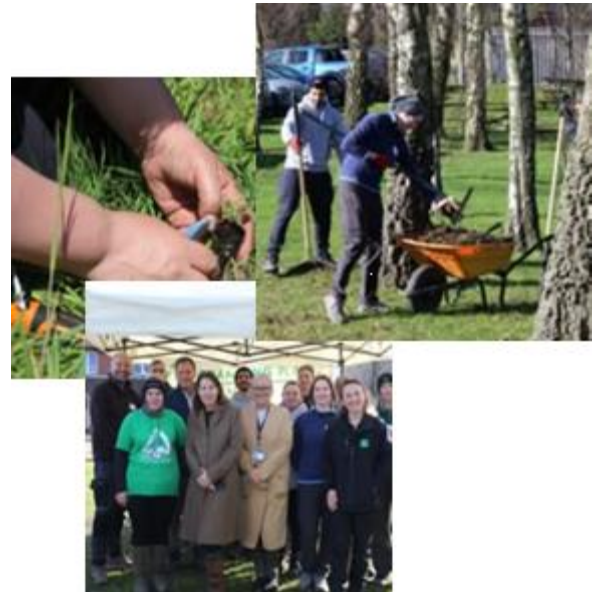
CSR

We continued to assist in the delivery of Corporate Social Responsibility (CSR) activities and health and wellbeing projects—recognising the strong alignment between these programmes and our environmental goals.

Throughout the year, we welcomed teams from across the region to our sites and community venues. These groups contributed to tree planting, habitat restoration, and site maintenance, while also gaining a deeper understanding of how green space supports community cohesion, mental wellbeing, and biodiversity.

"It's great to do something tangible that supports both people and the planet." – CSR Volunteer

By integrating CSR with our wider engagement and wellbeing programmes, we've been able to deliver more meaningful, collaborative, and lasting impact.



SEGRO Project

This revitalization effort at Baggington School transformed the garden, adding bug hotels, raised planters, a digging bed for students, and seating in the story area to inspire learning and engagement. The project offered green skills training for students, fostered hands-on learning, boosting students' connection to nature and creating a vibrant outdoor space.



"The kids are thrilled to saw, dig and plant—it's brought the garden to life and given them more to explore!" – Janice Teacher

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Strategic Projects & Partnerships



Over the past 12 months, the Land and Environment team has significantly strengthened its strategic partnerships across the region, particularly in the environmental and nature-based solutions space. We are proud to have been invited to join the Trent Headwaters project as a delivery partner and project lead for the nature-based solutions element. This programme, coordinated by Staffordshire Wildlife Trust and a network of cross-sector partners, is a key example of how Groundwork's practical delivery capacity and community roots are increasingly recognised and trusted at a strategic level.

Our growing relationship with local authorities has also been a major achievement this year. By working alongside councils across the west midlands, we've helped integrate community-led green space projects into wider local plans and ambitions. Our ability to connect community energy with on-the-ground outcomes is making us a first point of contact for many partners looking to translate nature-based and sustainability concepts into reality.

Additionally, through smaller pilot projects with Natural England, we've demonstrated our ability to test and deliver innovative approaches to environmental improvement. These projects have helped establish us as a reliable delivery partner that can engage communities while meeting national priorities around biodiversity, climate resilience, and public access.

Together, these partnerships are helping us scale our impact, unlock new opportunities, and deepen our role in shaping the region's green future.

Community and Environment

Over the last year, the theme has continued to deliver successful programmes across the region. Alongside this, there has been development and growth, not only from expanding our reach and working with new communities, but in relation to our skills, the services we can now offer and the training that has been undertaken.

Projects delivered over 24/25 included;

- Go Play Sandwell
- The HuB Programme
- Corporate Volunteering programmes
- Tesco Stronger Starts
- Welcome Hongkongers
- Jobs for Hongkongers
- Waterworks Nature Hub Project
- Hateley Cross Big Local Mill Pool Projects

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Tesco Community Grants

Groundwork West Midlands has continued its partnership with Groundwork UK and Tesco to deliver the Stronger Starts Grant Funding Programme. Between April 2024 and March 2025, Tesco awarded a total of £519,681 in grants to 515 not-for-profit organisations across the West Midlands. A further £80,000 was awarded to 12 other charities/community organisations as part of Tesco's Golden Grant initiative.

As part of the delivery, Groundwork West Midlands undertook the following activities:

- Promoted the funding scheme widely throughout the West Midlands region particularly focusing on groups supporting children and young people.
- Supported not-for-profit groups (such as schools, charities, community interest companies, and sports clubs) to apply for funding. Ensuring a minimum of three application in each of the 45 West Midlands regions every quarter.
- Assisted Tesco store staff in engaging with their local communities, including chairing grant funding panel selection meetings.

Feedback from groups supported to apply for funding:

"Thank you so much for your advice. This is my first grant application plus with having dyslexia it is quite difficult and time consuming, but thankfully with the information that you have given me I should hopefully have it completed by the end of the week."

Feedback from Tesco store staff:

"We love the opportunity of taking part in the panel meetings. Groundwork Staff are amazing and gives us so much information which helps us in our decisions. They are always friendly and welcoming."

Stronger Starts

GROUNDWORK

Clifton Primary School

Congratulations to Clifton Primary School who were awarded a £1000 grant from Tesco.

The school will use the funding from Tesco to update their library with new books. Teachers and pupil are excited to choose new exciting books that will challenge them and inspire a life-long love of reading.

For more information on the Tesco Stronger Start Funding Scheme please email or call your local Groundwork West Midlands grant enablers: wm.community@groundwork.org.uk, 07795 815522

Waterworks Nature Hub Project

A community gardening initiative funded by Starbucks (through their Nature Hubs funding). Starting in March 2024, to date GWWM have engaged 84 unique participants through a mix of regular community volunteering sessions, targeted group work, and seasonal events.

Activities have included:

- Clearing the overgrown vegetation and demolishing the old rotten wooden gardening beds.
- Building new raised beds with students from Queen Alexandra College (QAC).
- Summer family fun day.
- Winter wreath-making workshop that brought together 30 residents and 7 corporate volunteers.

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The project has had a meaningful impact on individuals and the wider community as well as fostering partnerships with local community organisations including: QAC College, Age Concern, the Birmingham Southwest Group, Karis Neighbourhood Scheme and Starbucks.

In autumn, GWM secured further funding to continue delivering activities on the site and to expand our engagement with a wider cross-section of the community. Our upcoming plans include:

- Planting a variety of vegetables, fruit, herbs, and flowers with local residents.
- Hosting a hanging basket workshop at the nearby retirement housing scheme to engage older residents.
- Creating wildlife areas and installing bug hotels in partnership with a local school.
- Holding an autumn fruit tree planting session to further enhance the space and support biodiversity.



Support for Hong Kong BN(O)s in the West Midlands

Two programmes were delivered in 24/25:

- **Welcome Hongkongers** – Funded by the West Midlands Strategic Migration partnership and focused on providing support to help Hongkongers to integrate into life in the UK. Activities included: volunteering sessions, social/cultural activities and employment workshops.
- **Jobs for Hongkongers** – Led by The Growth Company and funded by the Ministry of Housing, Communities and Local Government, GWM, GW Five Counties, GW South and GW London were

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part of this national employment programme. It focused on providing one-to-one employment support and ESOL (English for Speakers of Other Languages) lessons.

Feedback

"Thank you so much for all the wonderful activities and opportunities you have arranged for us... Your efforts and dedication have made a real difference, and I've thoroughly enjoyed being a part of your activities. Your careful planning and enthusiasm were always evident, and I really appreciate everything you've done."

"I would like to take this opportunity to thank you for your guidance and support. Your [employment] workshops were very helpful and I would never forget your amicability and unstinting devotion to helping Hongkongers. "

Case Study:

歡迎香港人
Welcome Hong Kongers!

Employment support case study: Kirsten*

Participant profile

- **Course:** Shirley employment
- **Age:** 30s
- **Status:** moved to the UK a month or so previous
- **Engagement:** employment support/1:1s, group volunteering

Kirsten (*not her real name) attended our employment support course in Shirley (and received 1:1 support), and also took part in a group volunteering session alongside Warwickshire Wildlife Trust. When she began engaging with us, she had only very recently moved to the UK. She was always chatty on a 1:1 basis but her confidence speaking in front of others grew. A previous Environmental Science graduate and a clear self-starter, she enjoyed the Wildlife Trust volunteer session and enquired to sign up with them. She also began as an assistant swimming teacher and started to apply for employment roles.

"The employment course illustrated a general picture of the UK job seeking process and allowed me to start job hunting... I'm more confident and more familiar with the UK after taking the course. I am confident to kick start job hunting after the course. [I] certainly had a better understanding of UK customs and work culture [and] I found the CV review most helpful."

(7/8/24)

West Midlands Strategic Migration Partnership

The HuB Programme

In March 24, GWWM started delivery of a new programme – a peer support service for people living in Sandwell South. The HuB (Hear you Buddy) programme is funded by Sandwell Council and supports new and expecting parents across Oldbury, Smethwick and Rowley Regis.

At GWWM, we have split the programme into two key strands; the first is the engagement / delivery side, which allows the team to speak to families, establish needs and handhold them to the appropriate services. This is done through various engagement techniques, from Wellies in the Woods courses across local parks

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and green spaces, Fatherhood stay and plays across the winter months in the three towns, and Hub-on-the-Go, (a mobile stay and play for parents) to come and chill and chat with the team and other parents who have experienced the trials and tribulations of being a new parent.

The other strand of the programme is the one-to-one support that is offered to families. This is through referrals from our peer support partners and health visitors and has led to the team supporting families in a range of different ways, whether it be handholding them into attending their local Family Hub, supporting them in applying for housing, or attending employment clubs with them.

In 24/25, around 89% of parents who completed a registration form demonstrated an increase of awareness of local services and improvement in mental health, with the other 11% maintaining their levels. The team has worked very hard to establish and raise our profile in this area of work with families by attending health visitor meetings, public health meetings and community networking events.

Case study

From a referral from Singlepoint via Black Country Healthcare, GWWM were able to work with a mum (33), and her three children (12, 2 & 1) from the Rowley area.

After an initial discussion with her on the phone, it was identified that she was starting to feel isolated, and after attending two family parties in the previous weeks, she felt like she needed to go out and meet new people, but didn't know the best way to do this.

It was mentioned that Rowley Regis had a twilight stay and play that she could attend, and it would be a really good chance for her to meet likeminded parents. Due to her anxiety of being in a room of new people, a member of the team attended the session with her.

It also gave the team member the opportunity to discuss with her the different provisions available at the Hub, as well as being able to arrange an initial consultation with the staff to see how else she could be supported.

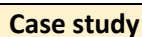
The best thing for her was actually being able to hear other mums talking about issues that she thought only applied to her, and has helped her confidence greatly. She has since started attending a Wellies in the Woods course in Rowley, and has also said that she will attend our Hub on the Go sessions in the next quarter.

Go Play Sandwell

GWWM is funded by Sandwell Council to deliver the Go Play Sandwell programme in Tipton. The programme entails the delivery of free play opportunities for children and young people aged 6-12 years and up to 16 if SEN-D.

Over 24/25, around 200 hours of play activities were delivered, working with over 500 children in Tipton aged 6-12, and around 1,100 in total.

As well as delivering high quality play sessions across the town, the team have had an increased focus on child-led play and co-creation, and also worked in the community to help establish play as an integral part of development.



The children enjoy attending sessions, with the middle child in particular gaining confidence and using his voice more and more each session. In total, the family have attended nine sessions across the tree wards, and plan to continue attending sessions in the future.

TRUSTEES REPORT

Corporate Volunteering Programmes (HS2 and General CSR Events)

GWWM continued to work with businesses across the region to deliver corporate volunteer events that support a variety of organizations and positively transform local communities and spaces.

In 24/25, 15 HS2 corporate volunteer days and 12 general CSR events were delivered. We hosted 12 different corporates groups across the region, which included PwC, JLL, Pfizer and Dalcour Maclaran.



New to this year was the delivery of winter volunteering events with HS2. Rather than outdoor work, volunteers supported existing GWWM community projects, adding their time and resources to deliver new activities to support those communities;

A Christmas wreath making event on the Waterworks estate (Nature Hub Project) and a play bags packing event in Tipton (supporting Go Play families). Overall, 50 wreaths and 200 play packs were distributed to communities.



An 'enhanced' volunteering programme was delivered with TeacherActive, a £8k project which entailed the development of a school site in Smethwick to transform it with the volunteers into a new Forest School space.

TRUSTEES REPORT



Before and after the transformation at
Annie Lennard Primary School...



Feedback

"The Groundwork team were amazing, giving us clear guidance on what to do and support when needed."

"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 of the park and why things were done there."

Looking ahead to 2025 / 2026...

Six existing **Community & Environment programmes** will continue — building on last year's achievements and scaling the most impactful work.

Our future focus will be on:

- **Targeting greatest need:** Strategically prioritising our resources and partnerships to deliver lasting, meaningful outcomes in the areas where they matter most.
- **Amplifying local voices:** Involving community members in decision-making to ensure our initiatives are relevant, empowering, and reinforce local strengths.
- **Driving collaboration & innovation:** Working alongside partners to pioneer new approaches and maximise collective impact.

These actions collectively reinforce our commitment to sustainable and community-led change.

TRUSTEES REPORT

Employment Support.

Restart – Tipton, Dudley, Halesowen and Walsall

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.

Since the last annual report and due to our success delivering the project we have been awarded further allocation in different areas. As a result of this increase in allocation, it was a DWP requirement for us to invest in ISO27001. We have successfully achieved this in the early part of 2025.

We have opened new offices in Halesowen and Walsall. Serco the prime contract holder has also awarded us extra allocation. This can be demonstrated with the following case study...

A recent Rapid Response Job Club session delivered a powerful boost to local residents who have been struggling with long-term unemployment, thanks to a unique collaboration with the **Green Doctor** team.

Held at the community hub, the session brought together jobseekers, a dedicated Rapid Response employability coach, and a professional trainer, all focused on helping individuals take positive steps toward re-entering the workforce after extended periods without employment.

But the support didn't stop at job searching.

The session was enhanced by the presence of the **Green Doctor team**, who provided one-to-one advice on reducing household energy costs. Their support included guidance on switching energy tariffs, accessing grants and schemes, and adopting practical energy-saving habits—an essential service as many attendees face financial hardship alongside joblessness.

One participant shared: *“Being out of work for so long has been tough, but today gave me a real confidence boost. I got help with my CV, some job leads, and I learned how to save money on my bills. It's been a lifeline.”*

The job club offered tailored support to each attendee, including help with job applications, confidence building, interview techniques, and identifying transferable skills. The team created a warm and inclusive space where participants felt seen, supported, and optimistic about their future.

“Many of the people we meet have lost hope after being out of work for a long time,” said the employability coach. “Our goal is to help them believe in themselves again—and with practical tools from the Green Doctor team, we're also supporting them to manage life outside of work.”

The session marks a growing partnership between employment and energy advice services—showing how collaborative, person-centred approaches can make a real difference in the lives of those facing multiple barriers to employment.

Organisers are now exploring ways to replicate this model in other areas, aiming to reach more individuals who are ready to take their first steps back into work, with the right support around them.

TRUSTEES REPORT



All supply chain providers have also had a series of training observations carried out by Serco, and we are the only provider to score 100%

Along with this, Groundwork also remain ranked in 1st place for 12 month rolling performance:

2024/2025 – Employment Theme

During 2024 we have worked in collaboration with the Kings Trust, delivering UKSPF funded provision “People and Skills” in the Birmingham area. This relationship is going from strength to strength and we are in regular talks about future project collaborations. 2025 saw us awarded an extension of this programme through to 2026.

With this experience and performance evidence, we were able to bid for the same funding from Sandwell Council and we were awarded the funding to deliver this in the Black Country area 2025/2026 which is due to start delivery in July 2025.

TRUSTEES REPORT

Financial Performance

The result for 2024/25 shows a surplus before investments gains of £206,264 (2024: gain £19,150) on turnover of £4,147,377 (2024: £3,185,788).

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 £1.27 million was invested and during 2024/25 this resulted in net gain of £8,789 (2024: net gains £123,271) bringing a result of a profit of £215,053 (2024: gain £124,421).

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 2025 Groundwork West Midlands has total unrestricted reserves of £1,777,641 within which are free reserves of £1,765,093 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
- Designate funds for Strategic Investment

Groundwork West Midlands – Strategic Investment Rationale

Context

Groundwork West Midlands (GWWM) operates in a dynamic and increasingly pressured environment, marked by rising community needs, tightening public sector funding, and heightened demand for evidence of impact and financial sustainability. GWWM has demonstrated significant success in project delivery and community impact, underpinned by a relatively stable financial base with reserves currently standing at circa £1.7 million.

Strategic Imperative for Business Development Investment

In line with the 2025–2029 Strategic Review and NCVO’s sector guidance (Road Ahead 2024), GWWM must now shift from a reactive funding model to a proactive, income-generating and enterprise-oriented approach. Designating reserves to support this transition is critical for the following reasons:

Diversification of Income and Reduced Grant Dependency

Strategic reserve investment will enable the development of new revenue streams—such as accredited training, corporate CSR services, and community enterprise—that generate unrestricted income and reduce vulnerability to funding fluctuations.

TRUSTEES REPORT

Capacity Building and Future-Proofing

Investment in business development roles, tools, and pilot infrastructure will build delivery capacity, improve bidding success, and attract matched funding or contracts.

Unlocking External Funding and Partnerships

Initial investment from reserves demonstrates commitment and enables GWWM to attract co-investment from corporates, foundations, and government sources.

Scaling Proven Initiatives with Income Potential

Corporate Volunteering, accredited training, and The People's Patch show high demand. Scaling these services requires upfront investment in staff, marketing, and infrastructure.

Aligning with Federation and National Strategy

Groundwork Federation's 2023–2028 goals encourage Trusts to build the green economy, create jobs, and become more self-financing. Designating reserves supports this mission.

Community Café

Running a community café directly complements and will enhance GWWM's work by providing a space that will provide work experience opportunities for Restart clients, fosters community connections, supports health and wellbeing, promote sustainability, offers skills development, and strengthen the local economy. It will enhance the charity's impact by providing a tangible, everyday service that embodies its broader mission of improving lives and places.

IT Infrastructure

Implementation of a cloud based secure, scalable finance and operations platform built on Microsoft Dynamics 365 Business Central to enable business growth and future-proofing of the organisation.

Conclusion

Designating a portion of reserves for business development is not a cost—it is a strategic investment in GWWM's future viability, social impact, and leadership within the region. This approach ensures GWWM can continue to meet its mission, respond to emerging community needs, and remain a trusted and innovative delivery partner over the next five years.

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

TRUSTEES REPORT

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 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 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** - £2.738m (£2.281m in 2023/24)

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** - £1.368m (£873k in 2023/24)

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** - £2.1m (2023/24: £1.8m)

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

- **Employment projects** - £1.5m (2023/24: £1.2m)

Removing barriers to employment to help people get back into work

- **Running Groundwork West Midlands** – £23.5k (2023/24: £22k)

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

TRUSTEES REPORT

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 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 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 of the incoming resources and application of resources, including the income and expenditure, of the charity 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 charity will continue in operation.

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

TRUSTEES REPORT

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 charity's auditor is aware of that information.

This report was approved by the Trustees, on 23rd October 2025 and signed on their behalf by:



A Simpson, Chair

INDEPENDENT AUDITORS REPORT

Opinion

We have audited the financial statements of Groundwork West Midlands for the year ended 31 March 2025 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 charitable company's affairs as at 31 March 2025 and of the 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 Charity 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 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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 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 charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the 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

(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: 26 November 2025

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR
ENDED 31 MARCH 2025**

		Unrestricted Funds 2025	Restricted Funds 2025	Total Funds 2025	Total Funds 2024
	Note	£	£	£	£
INCOME FROM:					
Donations and legacies	3	520	-	520	100
Charitable activities	4	2,658,078	1,448,222	4,106,300	3,155,392
Other Trading activities	5	7,989	-	7,989	3,093
Investments	6	31,267	-	31,267	25,634
Other Income		1,261	-	1,261	1,570
TOTAL INCOME		2,699,115	1,448,222	4,147,337	3,185,789
EXPENDITURE ON:					
Raising funds	7	85,300	-	85,300	95,438
Charitable activities	8	2,438,626	1,417,147	3,855,773	3,071,200
TOTAL EXPENDITURE		2,523,926	1,417,147	3,941,073	3,166,638
NET INCOME/(EXPENDITURE) BEFORE INVESTMENT GAINS		175,189	31,075	206,264	19,150
Net (losses)/gains on investments		8,789	-	8,789	123,271
NET EXPENDITURE BEFORE TRANSFERS		183,978	31,075	215,053	142,421
Transfer between Funds	16	745	(745)	-	-
NET INCOME / (EXPENDITURE)		184,723	30,330	215,053	142,421
RECONCILIATION OF FUNDS:					
Total funds brought forward		1,592,918	79,758	1,672,676	1,530,254
TOTAL FUNDS CARRIED FORWARD		1,777,641	110,088	1,887,729	1,672,675

The notes on pages 37 to 53 form part of these financial statements.

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

CHARITY BALANCE SHEET
AS AT 31 MARCH 2025

		2025		2024	
	Note	£	£	£	£
FIXED ASSETS					
Tangible assets	12		12,548		8,536
Investments	13		<u>1,287,802</u>		<u>1,279,013</u>
			1,300,350		1,287,549
CURRENT ASSETS					
Debtors	14	617,787		600,053	
Cash at bank and in hand		640,176		337,333	
		<u>1,257,963</u>		<u>937,386</u>	
CREDITORS: amounts falling due within one year	15	<u>(670,584)</u>		<u>(552,259)</u>	
NET CURRENT ASSETS / LIABILITIES			<u>587,379</u>		<u>385,127</u>
NET ASSETS			<u>1,887,729</u>		<u>1,672,676</u>
CHARITY FUNDS					
Restricted funds	16		110,088		79,758
Unrestricted General Funds	16		1,107,641		1,592,918
Unrestricted Designated funds	16		<u>670,000</u>		<u>-</u>
TOTAL FUNDS			<u>1,887,729</u>		<u>1,672,676</u>

The surplus for the year dealt with in the accounts of the Charity was £215,053 (2024 – £142,422).

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 23rd October 2025 and signed on their behalf, by:



A Simpson, Chair

The notes on pages 37 to 53 form part of these financial statements

GROUNDWORK WEST MIDLANDS
(A company limited by guarantee)

CASH FLOW STATEMENT	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash used in operating activities	18	284,920	<i>(10,360)</i>
Cash flows from investing activities:			
Dividends, interest and rents from investments		31,267	<i>25,634</i>
Proceeds from the sale of tangible fixed assets		-	-
Purchase of tangible fixed assets		(13,344)	-
Proceeds from sale of investments		-	-
Purchase of investments		-	-
Net cash provided by investing activities		17,923	<i>25,634</i>
Change in cash and cash equivalents in the year		302,843	<i>15,274</i>
Cash and cash equivalents brought forward		337,333	<i>322,059</i>
Cash and cash equivalents carried forward		640,176	<i>337,333</i>

The notes on pages 37 to 53 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.

In the opinion of the Trustees the size and assets of the subsidiary mean that the presentation of the combined results and financial position in consolidated statements is not material for the purpose of giving a true and fair view. These financial statements present the results and position of the Charity as a single entity and not as a group.

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
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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 Charity 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 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.

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
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FINANCIAL STATEMENT NOTES

3. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted Funds 2025 £	Restricted funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Donations	520	-	520	100
	520	-	520	100
Total 2024	100	-	100	

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds 2025 £	Restricted funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Community Projects	967,052	1,319,590	2,286,642	1,857,190
Employment Projects	1,638,096	73,677	1,711,773	1,264,241
Business Projects SBS	52,930	54,955	107,885	33,961
	2,658,078	1,448,222	4,106,300	3,155,392
Total 2024	2,178,498	976,894	3,155,392	

GROUNDWORK WEST MIDLANDS
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FINANCIAL STATEMENT NOTES

Income from projects provided by:

	Unrestricted Funds 2025 £	Restricted funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Central Government	-	74,226	74,226	34,742
Local Authorities	-	1,008,065	1,008,065	518,019
Public Agencies	272,852	10,666	283,518	299,271
European Union	-	-	-	-
National Lottery	-	2,499	2,499	21,578
Private Sector	2,385,226	352,766	2,737,992	2,281,782
	2,658,078	1,448,222	4,106,300	3,155,392

LOTTERY FUNDING

	2025 £	2024 £
BIG Lottery		
New to Nature	2,499	14,445
Building Better Opportunities	-	6,206
Picnic in the Park	-	927
Total	2,499	21,578

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FINANCIAL STATEMENT NOTES

5. OTHER TRADING ACTIVITIES

	Unrestricted Funds 2025 £	Restricted funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Other Income	7,989	-	7,989	3,093
	7,989	-	7,989	3,093
Total 2024	3,903	-	3,903	

6. INVESTMENT INCOME

	Unrestricted Funds 2025 £	Restricted funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Dividend Income	31,267	-	31,267	25,634
	31,267	-	31,267	25,634
Total 2024	25,634	-	25,634	

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FINANCIAL STATEMENT NOTES

7. ANALYSIS OF EXPENDITURE BY EXPENDITURE TYPE

	Staff Costs 2025 £	Depreciation 2025 £	Other Costs 2025 £	Total 2025 £	Total 2024 £
Expenditure on raising funds	68,405	-	16,895	85,300	95,438
Costs of raising funds	68,405	-	16,895	85,300	95,438
Community Projects	906,873		1,261,632	2,168,505	1,780,565
Employment Projects	1,114,682		435,826	1,550,508	1,227,786
Business Projects SBS	71,135		42,087	113,222	40,074
Running Groundwork WM	2,174	9,330	12,034	23,538	22,775
Charitable Activities	2,094,864	9,330	1,751,579	3,855,773	3,071,200
	2,163,269	9,330	1,768,474	3,941,073	3,166,638
Total 2024	1,740,611	9,791	1,416,236	3,166,638	

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2025 £	Support Costs 2025 £	Total 2025 £	Total 2024 £
Community Projects	1,880,971	287,534	2,168,505	1,780,565
Employment Projects	1,288,045	262,463	1,550,508	1,227,786
Business Projects SBS	104,804	8,418	113,222	40,074
Running Groundwork WM	-	23,538	23,538	22,775
	3,273,820	581,953	3,855,773	3,071,200
Total 2024	2,554,982	516,218	3,071,200	

Summary by Fund Type:

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Community Projects	879,245	1,289,260	2,168,505	1,780,565
Employment Projects	1,476,831	73,677	1,550,508	1,227,786
Business Projects SBS	59,012	54,210	113,222	40,074
Running Groundwork WM	23,538	-	23,538	22,775
	2,438,626	1,417,147	3,855,773	3,071,200
Total 2024	2,112,907	958,293	3,071,200	

GROUNDWORK WEST MIDLANDS
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FINANCIAL STATEMENT NOTES

9. SUPPORT COSTS

	2025	<i>2024</i>
	£	<i>£</i>
General Office	115,461	<i>100,062</i>
IT, Office equipment and maintenance	281,792	<i>275,022</i>
Human Resources	35,013	<i>22,402</i>
Finance and Legal	83,097	<i>55,924</i>
Governance	54,556	<i>51,792</i>
Investment Management Fees	12,034	<i>11,016</i>
	581,953	<i>516,218</i>

10. NET INCOME/(EXPENDITURE)

This is stated after charging:

	2025	<i>2024</i>
	£	<i>£</i>
Depreciation of tangible fixed assets:	9,330	<i>9,791</i>
Auditors Remuneration	12,000	<i>13,340</i>
Operating Leases	151,584	<i>120,831</i>

During the year, no Trustees received any remuneration or other Benefits (2024 - £NIL).

During the year, Trustees received reimbursement of expenses totalling £NIL (2024 - £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 £12,845.

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FINANCIAL STATEMENT NOTES

11. STAFF COSTS

Staff costs were as follows:

	2025	<i>2024</i>
	£	<i>£</i>
Wages and Salaries	1,913,818	<i>1,537,732</i>
Social Security costs	169,318	<i>134,522</i>
Pension Costs	80,133	<i>68,357</i>
	2,163,269	<i>1,740,611</i>

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

	2025	<i>2024</i>
	No	<i>No.</i>
Direct Charitable	60	<i>54</i>
Fundraising and Publicity	1	<i>2</i>
Administration	8	<i>2</i>
	69	<i>58</i>

The number of higher paid employees was:

	2025	<i>2024</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 (2024: £6,375).

At the year-end retirement benefits were accruing to 1 (2024: 1) higher paid employee under defined contribution schemes.

Key management personnel received total remuneration of £352,480 (2024: £300,896).

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FINANCIAL STATEMENT NOTES

12. TANGIBLE FIXED ASSETS

		Furniture, Fixtures, Equipment & vehicles £	2025 Total £
Cost			
At 1 April 2024		170,367	170,367
Additions		13,344	13,344
Disposals		-	-
At 31 March 2025		<u>183,711</u>	<u>183,711</u>
Depreciation			
At 1 April 2024		161,833	161,833
Charge for the year		9,330	9,330
On disposals		-	-
At 31 March 2025		<u>171,163</u>	<u>171,162</u>
Net book value			
At 31 March 2025		12,548	12,548
At 31 March 2024	-	8,536	8,536

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FINANCIAL STATEMENT NOTES

13. FIXED ASSET INVESTMENTS

Charity	Listed Securities
	£
Market Value	
At 1 April 2024	1,279,013
Additions	-
Disposals	-
Revaluations	8,789
At 31 March 2025	1,287,802
At 31 March 2024	1,279,013

Investments at market value comprise:

	UK	Overseas	Total	Total
	£	£	2025	2024
			£	£
Listed Investments	231,799	1,056,003	1,287,802	1,279,013

Material Investments

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

	2025	2024
	£	£
UBS ETF SICAV BLB BARCLAYS MSCI UK	66,573	67,552
UBS ETF SICAV MSCI Pacific SOC RES	65,892	67,118
UBS ETF PLC MSCI UK SOC RES UCITS ETF	152,321	142,048
UBS ETF SICAV MSCI USA Socially Resp UCIT	454,011	462,884
UBS ETF SICAV MSCI EMU SOC RESP CL A GBP	183,867	174,971
ISHARES II PLC Core UK Gilts UCITS	35,897	37,668
ISHARES II PLC GBP Index-Inkd Gilts UCITS	43,581	50,108
BLACKROCK FXD INC ISHARES GREEN BD IDX	91,599	88,582
UBS ETF SICAV MSCI EMRGNG MRKTS SOC RES	61,199	57,861
GS 5Y HNX CALL SPX UKX	132,862	130,221
	1,287,802	1,279,013

	Listed Securities	Undertakings	Total
	£	£	£
At 1 April 2024	1,279,013	1	1,279,014
Additions	-	-	-
Disposals	-	-	-
Revaluations	8,789	-	8,789
At 31 March 2025	1,287,802	1	1,287,803

GROUNDWORK WEST MIDLANDS
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FINANCIAL STATEMENT NOTES

Investments at cost comprise:

	UK	Overseas	Total 2025	Total 2024
	£	£	£	£
Listed Investments	231,799	1,056,003	1,287,802	1,279,013
Subsidiary Undertaking	1		1	1
Total	231,800	1,056,003	1,287,803	1,279,014

14. DEBTORS

	2025	2024
	£	£
Trade debtors	520,277	350,531
Other debtors	-	916
Prepayments and accrued income	97,510	248,606
Total	617,787	600,053

15. CREDITORS: Amounts falling due within one year

	2025	2024
	£	£
Trade creditors	71,870	148,722
Other taxation and social security	136,573	60,003
Clawback creditors	-	-
Amounts owed to Subsidiary Undertaking	1	1
Accruals and deferred income	462,140	343,533
Total	670,584	552,259

Deferred income

Movements in deferred income during the year were as follows:

	Balance at 1 April 2024	Amount released to incoming resources	Amount deferred in the year	Balance at 31 March 2025
	£	£	£	£
Community Projects	271,007	(271,007)	346,276	346,276
Employment Projects	15,348	(15,348)	44,160	44,160
Business Projects	6,125	(6,125)	8,633	8,633
Total	292,480	(292,480)	399,069	399,069

Deferred Income comprises commission income received in advance.

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FINANCIAL STATEMENT NOTES

16. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/(losses) £	Balance at 31 March 2025 £
Unrestricted funds						
General Funds	1,592,918	2,699,115	(2,523,926)	(669,255)	8,789	1,107,641
Designated Funds	-	-	-	670,000	-	670,000
	1,592,918	2,699,115	(2,523,926)	745	8,789	1,777,641
Restricted Funds						
Community	79,758	1,319,590	(1,289,259)	-	-	110,088
Employment	-	73,677	(73,677)	-	-	-
SBS	-	54,955	(54,210)	(745)	-	-
	79,758	1,448,222	(1,417,146)	(745)	-	110,088
Total of Funds	1,672,676	4,147,337	(3,941,072)	-	8,789	1,887,729

SUMMARY OF FUNDS - CURRENT YEAR

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/(losses) £	Balance at 31 March 2025 £
Unrestricted Funds	1,592,918	2,699,115	(2,523,926)	745	8,789	1,777,641
Restricted Funds	79,758	1,448,222	(1,417,147)	(745)	-	110,088
Total of Funds	1,672,676	4,147,337	(3,941,073)	-	8,789	1,887,729

The unrestricted general 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.

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STATEMENT OF FUNDS - PRIOR 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	1,530,294	3,185,789	(3,166,638)	-	123,271	1,672,676

SUMMARY OF FUNDS - PRIOR YEAR

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/(losses) £	Balance at 31 March 2024 £
Unrestricted 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	1,530,294	3,185,789	(3,166,638)	-	123,271	1,672,676

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 2025 £	Restricted funds 2025 £	Total Funds 2025 £
Tangible fixed assets	12,548	-	12,548
Fixed Asset investments	1,287,802	-	1,287,802
Current assets	1,147,875	110,088	1,257,963
Creditors due within one year	(670,584)	-	(670,584)
	1,777,641	110,088	1,887,729

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR 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

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

	2025 £	2024 £
Net expenditure for the year (as per Statement of Financial Activities)	215,054	142,421
Adjustment for:		
Depreciation and amortization charges	9,330	9,791
(Gains)/losses on investments	(8,789)	(123,271)
Dividends, interest and rents from investments	(31,267)	(25,634)
(Increase)/decrease in debtors	(17,734)	(55,067)
Increase/(decrease) in creditors	118,326	41,400
	284,920	(10,360)

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FINANCIAL STATEMENT NOTES

19. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2025 £	2024 £
Cash in hand	640,176	337,333
Total	640,176	337,333

20. ANALYSIS OF NET DEBT

	At 1 April 2024 £	Cash Flows £	At 31 March 2025 £
Cash at bank and in hand	337,333	302,843	640,176
Debt due within 1 year	-	-	-
	337,333	302,843	640,176

21. PENSION COMMITMENTS

The Trust currently offers two types of pension arrangement:

1. A 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 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 totaling £15,911 (2024: £11,348) were payable at the year end and are included in creditors.

22. OPERATING LEASE COMMITMENTS

At 31 March 2025 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

Charity	2025 £	2024 £
Amounts payable:		
Not later than 1 year	29,413	17,927
Later than 1 year and not later than 5 years	97,083	87,757
Total	126,496	105,684

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FINANCIAL STATEMENT NOTES

23. FINANCIAL INSTRUMENTS

	2025	<i>2024</i>
	£	<i>£</i>
Financial assets		
Investment in Listed Securities	<u>1,287,802</u>	<u>1,279,013</u>
Trade Debtors	520,277	350,531
Accrued Income	<u>37,820</u>	<u>197,730</u>
Financial Assets measured at amortised cost	558,097	<i>548,261</i>
 Financial liabilities		
Trade Creditors	71,870	<i>148,722</i>
Accruals	<u>59,689</u>	<u><i>50,876</i></u>
Financial Liabilities measured at amortised cost	131,559	<i>199,598</i>

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

Auditors

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West Midlands
B69 2DG

Bankers

The Co-operative Bank
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Skelmersdale
WN8 8WT

Investment Managers

UBS AG Wealth Management
10 Colmore Row
Birmingham
B3 2QD

Oculus Wealth Management
Game Keepers Cottage
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Solicitors

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Baddeley Green
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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

I Priest

R Tappia Resigned 18/07/2024

B Bickerton

P Farrell

L Campbell

Company Secretary

Deborah Williams

Committees of the Board

Finance and Audit Committee

Chair – Ian Priest

HR, Equality, Diversity & Inclusion Committee

Chair – Lyndon Campbell

Chief Executive

Andrew Thompson



Contact us

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LinkedIn: Groundwork West Midlands

Charity Registration Number: 1128858

Company Registration Number: 06823225
