

# STEPNEY CITY FARM

England & Wales · Charity number 1136448

## Details

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**Other names** STEPNEY CITY FARM LTD, STEPNEY CITY FARM

**Status** Registered

**Legal form** Charitable company

**Company number** [06855753](#)

**Registered** 2010-06-18

**Register** [View on the Charity Commission register](#)

## Contact

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Stepney Way  
London  
E1 3DG

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**Website** [www.stepneycityfarm.org](http://www.stepneycityfarm.org)

## Activities

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**Objects:** TO PROMOTE, FOR THE BENEFIT OF THE INHABITANTS OF STEPNEY AND THE SURROUNDING AREA, THE PROVISION OF FACILITIES FOR RECREATION OR OTHER LEISURE TIME OCCUPATION, OF INDIVIDUALS WHO HAVE NEED OF SUCH FACILITIES BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, FINANCIAL HARDSHIP OR SOCIAL AND ECONOMIC CIRCUMSTANCE OR FOR THE PUBLIC AT LARGE IN THE INTERESTS OF SOCIAL WELFARE AND WITH THE OBJECT OF IMPROVING THE CONDITIONS OF LIVES OF THE SAID INHABITANTS. TO PROVIDE OR ASSIST IN THE PROVISION OF FACILITIES IN THE INTERESTS OF SOCIAL WELFARE FOR RECREATION OR OTHER LEISURE TIME OCCUPATION OF INDIVIDUALS WHO HAVE NEED OF SUCH FACILITIES BY REASON OF THEIR YOUTH, AGE, INFIRMITY, DISABILITY, FINANCIAL HARDSHIP OR SOCIAL CIRCUMSTANCES WITH THE OBJECT OF IMPROVING THE CONDITIONS OF THE LIVES OF THE SAID INHABITANTS. ADVANCE THE EDUCATION OF THE PUBLIC AT LARGE, IN AGRICULTURE, HORTICULTURE, CRAFTS, COUNTRY LIFE, PROTECTION AND IMPROVEMENT OF THE NATURAL ENVIRONMENT THROUGH BEST ENVIRONMENTAL PRACTICES ESPECIALLY BY ENCOURAGING REDUCTION, RE-USE AND RECYCLING, AND RELATED SUBJECTS."

**Activities:** City farm in the heart of London's East End, providing a range of educational and recreational activities to give social benefit to our surrounding community.

## Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Amateur Sport, Animals, Environment/conservation/heritage
- **Who:** Children/young People, Elderly/old People, People With Disabilities, The General Public/mankind

## Geography

- **Area of benefit:** STEPNEY
- Tower Hamlets

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£394,932	£464,338	-	-
2024-03-31	£427,180	£445,511	-	-
2023-03-31	£449,492	£434,191	-	-
2022-03-31	£349,641	£326,652	-	-
2021-03-31	£379,213	£297,495	-	-

## Trustees

Name	Role	Appointed
Dil-veer Kang		2024-01-16
ELIZABETH MARY VENABLES		
Edward Alexander Gaze		2020-11-18
JO PERTWEE		2011-04-05
Neil Anthony Lambert		2020-09-16
SYEDA JEBA MALEQUE		2023-08-16
Subhendu Maji		2023-03-21
THUY HO PREUVENEERS		2012-09-16
VICTORIA CAROLINE DRUMMOND PARK		2011-11-24

**STEPNEY CITY FARM**

England & Wales - Charity number 1136448

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# Accounts

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**Financial Statements and Directors' Report**

**For the year ended 31 March 2025**



**REGISTERED COMPANY NUMBER 06855753**

**REGISTERED CHARITY NUMBER 1136448**

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## Directors' Report

The Directors of Stepney City Farm (hereinafter referred to as the Farm or the Charity or the Company) present their Report and independently examined Financial Statements for the year ended 31 March 2025. The Report and Statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities and the provisions of the Statement of Recommended Practice: Accounting and Reporting by Charities applicable to charities preparing their accounts in accordance with FRS102 (effective 1 January 2015).

## Reference and Administrative Details

<b>Company Name</b>	Stepney City Farm
<b>Registered Company</b>	Number 06855753
<b>Registered Charity Number</b>	1136448
<b>Registered Office</b>	Stepney City Farm, Stepney Way, London, E1 3DG

### Directors and Trustees

The Directors of Stepney City Farm are also its Trustees for the purposes of charity law and are referred to throughout this Report as the Directors.

The Directors who held office during the year, unless otherwise indicated, were as follows:

Alice Thornton	Chair
Sapna Ajwani	
Edward Gaze	Treasurer
Dil-veer Kang	
Neil Lambert	
Subhendu Maji	
Syeda Jeba Maleque	
Victoria Park	
Josephine Pertwee	
Thuy Ho Preuveneers	
Annabel Shipway	(Resigned September 2025)
Dr Elizabeth Venables	

### Company Secretary

Clare Hawkins

### Bankers

The Co-operative Bank, 80 Cornhill, London EC3V 3NJ

Triodos Bank, Brunel House, 11 The Promenade, Clifton BS8 3NN

Shawbrook Bank Ltd, Lutea House, Warley Hill Business park, The Drive, Great Warley, Brentwood, Essex CM13 3BE

### Independent Examiner

Catherine Sullivan, 5 Marneys Close, Epsom KT18 7HR

## **Objectives and Activities**

The objects of the charity, as set out in its Articles of Association, are:

To promote, for the benefit of the inhabitants of Stepney and the surrounding area, the provision of facilities for recreation or other leisure time occupation, of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social and economic circumstance or for the public at large in the interests of social welfare and with the object of improving the conditions of lives of the said inhabitants. To provide or assist in the provision of facilities in the interests of social welfare for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity, disability, financial hardship or social circumstances with the object of improving the conditions of the lives of the said inhabitants. To advance the education of the public at large, in agriculture, horticulture, crafts, country life, protection and improvement of the natural environment through best environmental practices, especially by encouraging reduction, re-use and recycling, and related subjects.

### **Principal Activity**

The principal activity of the organisation in the year under review was to develop and run a city farm for the educational and social benefit of the residents of Stepney and surrounding areas in the London Borough of Tower Hamlets. We achieved this by using our resources to provide learning, recreational and volunteering opportunities for all ages.

### **Public Benefit**

The objects of the charity are for public benefit, specifically around the provision of educational and social opportunities related to food, farming and caring for the wider environment. We do not charge for the majority of our services to the community and in cases where we do charge we offer concessionary rates for those less able to pay. We ensure that our services and facilities are all wheelchair accessible and do not restrict benefits to those with particular personal characteristics.

The charity creates and maintains a life-long learning environment where local people and others further afield can gain knowledge, skills, confidence and learning opportunities through farm activities. In planning the Farm Business Plan and the activities taking place, the Directors pay due regard to the Charity Commission's guidance on public benefit.

### **Remuneration Policy**

All staff salaries including key staff are reviewed annually as part of an appraisal process conducted by their line manager. The CEO's appraisal is conducted by the Chair of Trustees. Salary increases are built into funding bids for those posts which are funded by grants. The Board of Trustees recently reviewed all salaries for parity across the staff pay levels, and have awarded cost of living increases to all staff.

**Other charities and related parties** There were no transactions between the charity and related parties that required disclosure. The Farm was a member of the following organisations as this was considered beneficial to achieving our objectives:

Capital Growth; East London Business Alliance; Social Farms & Gardens; London Food Link; London Youth; London Environmental Educators Forum; The National Farmers' Union; Sustain; National Council of Voluntary Organisations; The Permaculture LAND Network; Volunteer Centre Tower Hamlets; Tower Hamlets Council for Voluntary Services; Women's Environmental Network Food Partnership.

## **Achievements and Performance**

### **Chief Executive's Summary**

In 2024-25, the Stepney City Farm team continued to prioritise our drive to strategically build upon our communities and educational programming.

There were exciting successes across the year, most notably the impact of having our Sylheti-speaking staff members on site. The response of the local community to our increased offer of Bangladeshi produce and to having Sylheti-language workshops, as well as being able to have day-to-day interactions without a language barrier, has been so positive that these posts will now be retained on a permanent basis.

Other community programme highlights included the set-up of a new educational mushroom growing facility on site, supported by Kew Garden's Grow Wild fund. Volunteers and groups were able to learn the processes of inoculation, cultivation and harvesting. By September, we had our first crops of wine cap, oyster and shitake mushrooms.

In animal news, our long-standing flock of Manx Loaghtan sheep were retired to the country with former Farmyard Manager Tom in August, and new Farmyard Manager Aimee introduced a new flock of Exmoor Horns, chosen for their educational value as a native breed. In February 2025, their first six lambs were born strong and healthy.

Now that the major site works of recent years have been completed, we are fortunate to have the means to stay on top of preventative and remedial maintenance, thanks largely to unrestricted donations made by corporate volunteering groups across the year. In summer 2024, we were able to undertake a major project to replace aging and broken field-fencing across our pig, sheep, donkey and goat enclosures, putting our infrastructure in good stead for the future.

In November it was all-change for the Farm's popular on-site café. Tenants Betty and Lucy Cuthbert, who had run the space as the Allotment Kitchen for four years, decided to move on to focus on family and new projects. They left big shoes to fill, but also an opportunity for the Farm to review local needs and design a tender process accordingly. We sought new tenants who would focus on a high quality but affordable menu inclusive of halal requirements, and who would be keen to collaborate with the Farm to further our environmental and community objectives. We were delighted to award the lease to a new partnership - Natasha Sayliss, owner of popular local café Mae + Harvey, and Florence Creffield, a chef at the Bonnington community café. Florence and Natasha have been investing extensively in renovations to the café, and there is much anticipation in the local community for their grand opening in May.

Going into 2025-26, we have been overjoyed to learn that a major funding application to the National Lottery Community Fund has been successful. This funding will cover core staffing roles including the Lead Food Grower, Farmyard Manager, and Communities Programme Manager for the next five years, ensuring the financial security of the Farm, fairer pay for key staff, and allowing us to realise our ambition to re-centre our community and engagement activities at the heart of our programming.

**- Clare Hawkins, Chief Executive**

### **Promoting animal welfare and ethical farming practices**

In 2024-25 the Farm continued to promote ethical and sustainable animal farming practices, and to educate urban residents on the origins of food through high welfare animal husbandry and the sale of meat.

Across the year, Farmyard Manager Aimee Robertson, who joined us from Lambourne End Farm in January 2024, led the renovation of some of our animal facilities, most significantly project managing the replacement of substantial sections of our field fencing which had reached the end of their lifespan. This

investment will benefit the Farm and our livestock programme for years to come, and in summer 2024 allowed us to begin utilising the large field in the centre of the Farm (previously the site of our allotments) for grazing and to expand our capacity for pasture rotation.

Day to day, Aimee oversaw animal care and upheld high standards, including carrying out daily animal health checks; routine health care procedures; maintaining an inventory of medicines and equipment; training and managing a range of volunteers; and managing the educational and wellbeing aspects of working with the animals. In 2024-25, our livestock included goats, pigs, sheep, chickens, ducks and geese, and animals kept for educational and therapeutic reasons such as donkeys, ferrets, guineapigs and rabbits.

Aimee also reviewed our livestock strategy, choosing a range of new poultry and sheep species for the Farm based on their educational value and the preservation of native breeds. In August 2024, the Manx Loaghtan flock were purchased by previous Farmyard Manager Tom Goody for his new small holding in Oxfordshire, and a new breeding flock of four Exmoor Horn ewes and one ram were procured from a breeder in the west country.

In spring 2025 six lambs were born strong and healthy to the new flock. Along with our latest litter of seven Berkshire piglets born in November 2024, some will be sold for breeding, and some will go for meat for our local community to buy. This is an important part of the annual cycle of the Farm, with one of our key objectives being to help urban communities to understand where their food comes from, and to make kinder and more sustainable buying choices.

In February, we were pleased to be awarded further funds by the Jack Petchey Foundation for one of our Young Farmers to buy and build a much-needed new chicken coop. This programme has offered wonderful opportunities over many years for our Young Farmers to make meaningful contributions to the development of the site, which they can be proud of for years to come. The chickens - including three new breeding Polish hens selected for the Farm by Aimee - are now enjoying their new accommodation.

Important projects completed by corporate volunteering groups across the year included the full netting over of the poultry enclosures, ensuring that should bird flu restrictions come into force again in future, our chickens and ducks can continue to roam in the maximum area possible.

Our Greencare volunteering sessions continued to provide one of our key entry routes for training and best practice in animal care. Sessions run twice a week, and participants can assist with tasks including feeding, mucking out and grooming, as well as learning about careers and opportunities in animal care. Interest remains very high, and across the year the number of regular participants increased from around 50 to over 70.

## **Food Growing**

Stepney City Farm is one of a strong network of environmental education charities in Tower Hamlets providing access to greenspace, biodiversity, and connection with nature, and the site has over an acre of space dedicated to food growing.

Staff practice and teach ecological and sustainable farming and gardening practices, promote understanding of the origins of food and healthy eating, and provide access to fresh seasonal produce in the most densely populated urban borough in England.

We don't allow the use of any pesticides, artificial fertilisers or mechanised gardening tools, and adhere to permaculture methods in our food growing. We encourage wild areas for insect habitat and practice companion planting in our growing areas. This increases biodiversity for the local area and facilitates our community to understand the benefits of ecological growing and to practice it more widely - including by buying from our range of seasonal plants to grow their own food at home.

Animal waste and straw is recycled on site into compost which goes back onto the Farm for growing. The site has two main growing fields, two large poly tunnels, and a smaller polytunnel with heated beds for propagation, all fully irrigated by a system incorporating rainwater harvesting. The growing areas also include a forest garden with fruit trees.

We grow seasonal varieties of fruit, vegetables and herbs, selected according to demand as well as for biodiversity and cultural popularity. Two commercial storage fridges ensure that produce can be harvested all week for sale on our Saturday market stall. Some produce is also grown to order for sale to our onsite cafe so that visitors can experience the full farm to fork cycle, and some is sold to other local restaurants and shipped by bicycle courier.

Our original objective was for food growing to be developed into a financially self-sustaining social enterprise. However, it has not been possible to break even with staffing costs, so food growing is now categorized as core charitable delivery; one of the activities around which volunteering, educational and wellbeing programmes revolve.

Lead Food Grower Danielle Stennett strategically oversees growing activities on site, coordinating gardening tasks for our varied groups and beneficiaries, and recruiting, managing and training a cohort of 10 Food Growing Trainees each year. Trainees join Danielle on Wednesdays for 6 months, receiving a curriculum of lessons in market gardening and hands-on experience of the full food growing cycle, with a view to future employability as food growers.

The team has grown in recent years, with a second part-time Food Grower and two part time Sylheti-speaking Food Growers, meaning that we have growing staff on site 7 days a week. For six months in 2024, we were also fortunate to be joined by community gardener Justine Pearsall thanks to the John Lewis Golden Jubilee secondment fund.

The Sylheti-speaking Food Grower posts were originally funded in 2023 by a grant from the Women's Environmental Network. With 53.3% of Stepney's immediate local community being of Bangladeshi origin, the benefit of these roles has been immense. After the end of the 15-month grant in November 2024, the posts were retained through unrestricted reserves, and in 2025 we have been delighted to secure them for the next five years as part of our major new National Lottery Community Fund grant.

With our expanded growing team, we have explored how food growing can better meet local needs, learning from and including people from local communities with their own experience of traditional farming and growing techniques. Our range of Bangladeshi produce has continued to expand, and although the overall income from produce has remained steady over the last few years, in 2024-25 we saw a 20% shift from restaurant sales to market sales due to the popularity in the local community of our new vegetables, including snake gourd, Kodu, and Ori.

However, the growing team did have challenges to overcome in 2024-25. A very long mild winter resulted in a lot of pests thriving by the beginning of the year. Slugs and snails had been eating a lot of seedlings in our propagation tunnel, with crops such as basil and kale needing to be resowed up to six times. Aphids were also very apparent in the tunnels resulting in us losing a crop of lettuce and bronze fennel.

We were hopeful that things would take a turn for the better in spring. However, the weather remained damp and cloudy - the exact opposite of what our summer crops – cucumbers, tomatoes, and courgettes needed. When some nice weather eventually arrived, it was too late in the season to make any difference to our crop yields. After the summer solstice the day lengths start shortening, signalling summer crops to slow down and eventually stop producing. As a result, we unfortunately didn't have the crop yield or diversity to sell our popular veg boxes in Summer 2024.

However, across the year we thankfully still achieved good harvests of kale, wild garlic, three-cornered leek, spring onions, chard, broad beans, kodu, hyacinth beans, denga, apples, blackberries, herbs, wildflower bunches and more.

At the end of the growing season, Lead Food Grower Danielle reflected on her experience across her first full year of growing Bangladeshi vegetables: "One piece of knowledge I learnt this year is when to harvest Uri beans. From my knowledge of growing French and runner beans, you don't let the bean inside fully ripen if you want to eat the pods, as they become tough and fibrous making them difficult to eat. This is the opposite for Uri beans, the mature pods are favoured for eating and so the pods are left on the plants to ripen for much longer than you would let a French bean.

"Once the crops started to mature and we began harvesting Chichinga (snake gourd) and all the other crops, we quickly realised that we didn't sow or plant enough to keep up with the demand for vegetables on the market. As a team, we have noted this for next year and will be upping our seed sowing quantities.

"Overall, it has been a fantastic year, and we couldn't be more grateful for our newfound knowledge of growing techniques."

Food Grower Sajia Nessa said: "When I joined the Farm in August 2023 with Tahmina (Aziz) we planned, with the help of Lead Food Grower Danielle, to add Bangladeshi vegetables to the Farm produce list. The idea was to engage the various communities that live in the area to come and buy Bangladeshi vegetables. To my delight we had an excellent outcome growing the vegetables and I felt like my dreams had come true! It was joyful to harvest the things that we have grown from seed.

"I spent some time working at our Farm Shop on Saturday market days and displayed recipes for customers to take inspiration from when buying the new vegetables. I would also encourage our diverse community to try something new. Of course, they were very popular with the local Bangladeshi population. Because I could talk to them in Bangla I would encourage them to try some of the other vegetables we grow on the Farm as well, which they may not have tried before.

"During summer we held a composting workshop in the Sylheti language for local Bangladeshi residents. Many came and joined the workshop and now they find it easier to understand how composting works. If the workshop had been in English only, I don't think many people would have come to the session. Now they know how composting works, and the feedback was excellent.

"Many of the Farm's allotment plot holders only speak Sylheti. Last year, the plots were moved and rebuilt in a different part of the Farm, and so Tahmina and I have been able to communicate and interpret and help with challenges and issues that have arisen. Now the new allotments have come to life in the last year, the allotment holders are happy and that's been very rewarding to see."

The whole Farm team and the Board of Trustees are delighted that we can now continue to build on this momentum through our new National Lottery Community Fund grant, which starts in September 2025 and will secure our whole food growing team for the next five years.

## **Education Programme**

Our educational offer has been developed by highly skilled staff over 15 years of operation. Ecological mixed agriculture, environmental improvement and biodiversity are the basis for our formal and informal learning programmes for schools and youth. Through our sessions, children develop an awareness of more healthy and sustainable living habits and take their learning home to parents and families. They can also develop a sense of empathy and responsibility from looking after animals and reap the physical and mental health benefits of being outdoors in greenspace and nature. For children not in mainstream education, they can develop confidence through the achievement of tasks in a different environment to the classroom. Tower Hamlets is one of 9 boroughs in England appearing in the lists of both the top 20 highest percentage of children (26.6%) and older people (43.9%) living in income deprived households in England (IMD 2019). The borough has London's highest level of child poverty, at 57%. Over 15,000 children are eligible for free school meals. Children experiencing deprivation can suffer from lowered aspirations, decreased confidence, and physical and mental health issues. The positive impact of outdoor education on

these factors is well documented. The Farm is a best-practice model of sustainable farming in the heart of one of the most deprived urban boroughs in the country, providing a gateway to rural careers and environmental education. In 2024-25:

- 5,146 individual children and young people attended free workshops and educational Farm tours covering topics including the lifecycle of farm animals; biodiversity; recycling; and food growing. This included our regular Young Farmer sessions, primary school groups, work experience students, Youth Justice Service placements, and SEN groups. The total number of attendances at sessions was 5,544.
- 76% of school children attending sessions were from minority ethnic groups, and 62% were on free school meals.
- 112 young people completed 3,596 hours of farming and nature-based volunteering activities across 166 sessions. 83% had social, emotional and mental health needs, ESOL, were newly arrived immigrants, asylum seekers, SEN students, young offenders, NEET / EBD / permanently excluded / LAC, or known to police. 71% were from minority ethnic groups.
- 32 young people completed work-based qualifications with us including ASDAN.
- 168 local schools and alternative education providers engaged with the Farm through its programmes, including primary schools, high schools, home school groups, colleges, social services, the Youth Justice Service, and youth service providers.

Over the years we have continually fundraised to sustain and expand our Education Programme to meet demand, and we now employ a Schools Programme Manager four days per week, two Youth Programme Managers two days per week each, and a Youth Programme Assistant on Sundays. Across 2024-25 these roles were generously funded by the Ernest Cook Trust; the Ratcliff Educational Foundation; Latimer by Clarion; Allen Overy; and the Atkin Foundation.

### Schools

Primary school children are the Farm's largest beneficiary group in terms of programme delivery, and the Farm features a dedicated Classroom and Children's Garden. In 2024-25, Schools Programme Manager Rosie Mercer continued to run up to 8 curriculum-linked tours and workshops for key stages 1-4 each week. Groups were able to book from an expanded portfolio of 37 different sessions, including:

- o Plants, Food Growing & Gardening
- o Farm to Fork: Food Systems
- o Use it Again! Waste & Recycling
- o Habitats: Homes for Plants & Animals
- o Guided Farm Tour
- o Introduction to Farm Animals
- o Lifecycle of a Chicken
- o Animal Teeth & Feed
- o Sustainable Energy: Biogas and Coppiced Wood
- o Pond dipping
- o Bees and pollinators
- o Egg incubation project – 2 sessions + support
- o Early Years Guided Farm tour
- o Early Years Show & Tell
- o Early Years – six different animal workshops
- o Early Years – three different growing workshops
- o Seasonal Changes: 4 sessions
- o Potato project: 7 sessions
- o Family Holiday Club: 8 sessions
- o After School Nature Project: 20 sessions

Our Plants, Food Growing and Gardening workshop, as well as the guided tour were particularly popular across 2024-25, and the spring school visit numbers were the highest since before the pandemic. When we received an unexpected offer from corporate partner CMS to donate a new beehive and bee colony to the Farm in May 2024, Rosie was able to utilise some previous experience that she had in beekeeping to manage the hive on site. The gift came with a donation to help develop a series of new school workshops on bees and pollinators, and for Rosie to deliver mini bee-keeping sessions for CMS staff. Subsequently, more Farm team members have been trained up to manage the hive, and we have been able to offer pollinator learning experiences for volunteers.

In 2024, Rosie also worked in partnership with Tower Hamlets Council to deliver six summer farm experience sessions for 50 children and young people over the summer holidays. These included nature art classes, hands-on gardening and animal care sessions, and "Farmer for a Day" experiences for young people. Rosie said: *"It was great to offer something different from the usual term time workshops, and to be able to see parents getting involved as well. A few of the families came back again later in the holidays as visitors."*

In addition, Rosie had the capacity across the year to work closely with Bowden School and JFK - two local alternative provision and SEMH schools - to create a year-long curriculum-linked programme of bespoke sessions to cater for special educational needs, to be delivered across the academic year. The sessions kicked off in the Autumn term, and Bowden School told us:

*"The sessions have been pitched perfectly for our children. The resources shared prior to the sessions are clear and concise. They support the learning outcomes well and the ways in which they are related to the Farm helps to keep the children engaged. The resources are generous, and this enables us to reduce the amount of information needed whilst ensuring we have enough content to keep the children engaged."*

*"The children appear relaxed during and after the visits. The fresh air helps, the practical work helps and being involved in their community helps."*

*"The sessions have enriched our curriculum in a way we could have never done on our own. The sessions at the Farm complement our garden and cooking sessions as we seek to help connect the children to nature and the natural world."*

*"Children that were scared to enter the site are now walking in with ease. The visits have allowed us to safely challenge the personal resilience of some of our pupils in very productive ways. The opportunity to have routine moments in nature developed into many of the children becoming more and more keen on spending more time in nature and looking to connect with nature in more areas of their schooling and life."*

The SEN sessions were also rolled out to London East Alternative Provision, and they told us:

*"The impact on the children's wellbeing was extremely positive. Our children responded well to an outdoor environment and getting stuck in with practical tasks. They experienced successes that they have not experienced in a traditional classroom setting, which in turn has boosted confidence. Working with Rosie on pre-teaching has enabled our students to access parts of the science curriculum in a really accessible way."*

*"One of our children often finds limitations in learning, due to his autism, sensory needs or anxiety (e.g. getting hands dirty in cooking). However, on the Farm, perhaps due to his connection with nature and animals, he is usually able to overcome these limitations. The student also has the view that tasks on the Farm are useful. He sees purpose in getting involved and doing tasks on the Farm. The Farm makes sense to him!"*

*"The children have been developing lots of 'soft skills' on the Farm, such as turn-taking, sharing equipment, using kind and gentle hands with the animals, listening to Rosie's instructions, being safe on the journey to and from... the list is endless."*

Rosie's highlights also included the opportunity to create extra-curricular sessions for other groups across the year: *"I worked with the Beavers from 16th East London Scouts, the local Scouts group who are based just around the corner of the Farm. They visited for 3 sessions to complete their animal badge. I created*

*bespoke workshops for them to learn all about our rabbits and how to care for them, which they would then be able to share with their community.*

*“In the feedback, they said they really appreciated having the chance to spend time with and handle the rabbits - they particularly enjoyed making enrichment toys as they could see how much the rabbits enjoyed them, which brought a lot of satisfaction to the children and made them feel they had contributed towards the Farm. The Scout leaders also mentioned that the group really appreciated the relationship the Farm has built up with their group and making them feel valued as members of the Farm community.”*

## Youth

Our Youth Programme aims to improve life outcomes for young people and enhance their connection to food, farming, and the natural world, with a focus on individuals from disadvantaged backgrounds. There is a high demand for engagement from individuals and partner organisations, and we maintain flexibility in delivery, tailoring projects to accommodate different aims, needs, abilities and timelines for participants and for external partners and service providers.

Across 2024-25, Youth Programme Managers Martin Osman and Georgia Jones delivered this complex offer encompassing workshops, tours, work experience and youth volunteering for groups and individuals aged 12–17 (up to 26 for Special Education Needs groups). Participants are usually not in mainstream education for a variety of reasons, and much activity is delivered in partnership with youth service providers, helping to reach some of the most at-risk and underserved youth in the community - including SEN groups, young offenders, looked after young people, and those with emotional or mental health difficulties.

Recent highlights have included:

- “Inspire!” work experience block week partnership: 3 weeks with 3 schools with 6 students each session;
- Know Your Onions / School Food Matters: food growing workshops provided for groups of students aged 12–13 on free school meals, pupil premium, EAL and SEND;
- New City College: Ongoing sessions with students who have recently immigrated to the UK or have been granted refuge in the UK;
- Wiper’s Youth mentoring partnership: visits for young people not in education or work;
- Work experience: students completing placements to attain qualifications in animal care, veterinary or zoology courses. Mainly students from Capel Manor college and City of Islington college, but also students from the Royal Veterinary College, self-referrals, international students, and block-week experience organised by Switch;
- Stepney All Saints: ongoing sessions with special needs class ages 14-15.
- Tower Hamlets Youth Justice Service: young offenders completing reparations based on hours set by court:

**Case study: Niyazz: 50 hours under the Youth Justice scheme:**

*“Niyazz began his placement with us with no experience at all working on a garden or with animals. However, he quickly took a shine to growing food. His attendance was superb, at times he even turned up before his support worker. He had really innovative ideas, and implemented them in the gardens. He got on so well, that when his reparation period was drawing to an end, Martin referred him to be fast tracked onto the Bankside Future Gardeners scheme. He is now studying level 2 Horticulture with Bankside Future Gardeners, where 80% of graduates gain employment in the sector. To date, Niyazz has not reoffended.”*

- King’s Trust (formerly the Prince's Trust) - working in partnership to design a new youth project for delivery on the Farm in Summer 2025.

Of his personal highlights of the year, Martin said: *“A non-verbal SEN young person sent a letter of thanks to me, including all her thoughts on what the experience at the Farm had meant to her that she*

*couldn't say to me in person while at the Farm. I also received a poster of thanks from three young people who I steered through their ASDAN qualifications. I knew I'd really made a difference.*

*"I was also so happy to be able to give a Jack Petchey award to Shahiem, a young person who returned to the Farm this year after previously completing a placement and going to college. Sadly, the college course didn't work out for him, and this had impacted on his confidence. He returned to the Farm as a place where he felt safe. When we nominate a young person for a Jack Petchey award, it comes with a budget which they can choose to spend on items beneficial to the Farm. Shahiem decided that he wanted to put his budget toward a new chicken coop, and he was able to help with building it, making a tangible impact which he can see for years to come. I've been really proud to see his confidence growing week by week over the past few months."*

The Jack Petchey Foundation is a key partner for our Youth Programme, and for many years has supported our young people with their Awards scheme and associated grants. Each year, our Youth team can nominate three young people for an award, which comes with a budget of £300 each, and one person for a Leader Award, which comes with a budget of £1,000.

The final strand of our youth programming is our long-running Young Farmers sessions, which provide opportunities for two cohorts of 10 young people each year to work and learn on the Farm every Sunday. The benefits of the programme include enhancements in social skills and fostering a sense of responsibility through caring for animals and assisting with Farm management. Participants also experience improvements in physical and mental health from working outdoors with plants and nature, and benefit from a greater understanding of where food comes from, and how to eat and live more sustainably. Across the year, Georgia delivered a new annual curriculum for the group which she co-designed with the 2023 cohort encompassing different aspects of animal care and gardening. She also allowed lots of space for the new cohort to develop their own ideas: *"I've run focus groups with the new cohort of Young Farmers to identify their areas of interest. As a result, I've been able to work with Farmyard Manager Aimee to develop a new lambing workshop for them which we'll deliver together in the spring. I'm really excited, and if we're lucky, the group may even be on site to see one of next year's lambs born!"*

## **Communities Programme**

Tower Hamlets is the most densely populated borough in England, with 42,680 people per square mile. Between 2011 and 2021, our population increased by 22.1% - the highest increase in England (national average: 6.6%). Many people live in poor housing and high-rise buildings with no outdoor space of their own. Studies indicate that these factors have a negative impact on mental health, and Tower Hamlets suffers the highest level of psychiatric admissions in London.

Stepney City Farm is a Social Farms & Gardens accredited Greencare provider. Our Communities Programme encompasses our core opportunities for local underserved communities and people with lived experience of mental health, learning disabilities and physical disabilities to connect with the origins of food, with nature, and each other and to reap the well-documented physical and mental health benefits of greenspace, working with animals, and social contact.

Twice weekly therapeutic Greencare volunteering sessions provide a safe, supported space for more than 70 regular participants. The group includes those with physical and mental health needs, emotional issues and trauma, and those systemically and socio-economically disadvantaged. Across 2024-25, Communities Programme Manager Susy Langsdale delivered the sessions and managed recruitment, induction, pastoral care, and onward referrals. Activities included gardening and animal care tasks, and related workshops such as herbal tea making, creative nature projects, and meditation. In the wake of the pandemic and the cost-of-living crisis, the demand for our greencare group continues to increase year-on-year. For some participants, the sessions are their main social contact in the week, and we see changes in them over time as they grow in confidence and support each other. Impact measurement using baseline surveys, focus groups and case studies show increases in feelings of confidence, and reduction in feelings of isolation for

participants. Sessions have supported group members through traumatic life events including homelessness, bereavement, mental health crises, and unemployment.

Susy also works with many other local service providers to integrate activities on the Farm into their programming, diversifying our reach and supporting the inclusion of underserved demographics. This includes bespoke workshops and tours for up to 30 organisations and projects annually, as well as longer term therapeutic engagement projects. In 2024-25, groups engaged with projects included:

- Barts Health Trust - RLH - Community Stroke team
- Barts Health Wellbeing Group
- Blueprint Architects
- East London Foundation trust
- The Geezers
- Home Ed Farmers
- Kin Structures
- Micro Rainbow
- Neurodivergent Society, Queen Mary University of London
- Roma Support Group
- SAYes Mentoring
- Step Up - Volunteer Centre Hackney
- The Stuart Low Trust
- Spitalfields City Farm volunteers
- U3A Tower Hamlets
- UCL Citizen Science Academy

Twelve local service providers and charities are also regularly supported by Susy to manage community growing beds on the Farm, giving their service users opportunities for therapeutic gardening activities and to grow their own produce. Currently the community beds are occupied by:

- Apasen (supports adults with learning disabilities)
- Bromley-By-Bow Patients (patients with chronic conditions, organised through social prescription)
- Create Day Centre (day centre for adults with learning disabilities)
- The Geezers (social group for older isolated men)
- Home Ed Farmers (local homeschooling community)
- John Howard Centre (specialist forensic psychiatric services)
- Ocean Women's Association (supporting women from the Ocean Estate)
- Praxis (supporting migrants and refugees)
- Stepney Community Trust (community self-help actions, housing and welfare)
- Stitches in Time (supporting ESOL women through sewing and creative activities)
- U3A Tower Hamlets – social group for those in their 'Third Age' and no longer in full time work

Susy and the rest of our team work closely with the Ocean Women's Association, who have been involved with the Farm since 2013, and currently have Lottery funding to run coffee mornings and gardening sessions on site for NEET Bangladeshi women. This partnership has been key to local engagement for many years, and in 2024-25 we worked together to arrange for the NHS to deliver on site Sylheti language vaccine education, cervical screening education, and mental health support at the Farm.

For three years now Ocean Women's Association have also helped us to organise an annual community Eid festival on the Farm open to all faiths. For the latest event in July 2024 the group worked with the Farm café to cook traditional dishes to feed 100 people including members of all our other regular community groups, and our Sylheti-speaking Food Growers got involved by curating music, running stalls, and serving up food.

Other highlights of the Communities Programme for the year included the set-up of a new educational mushroom growing facility on site, supported by Kew Garden's Grow Wild fund. In June 2024, the "fungarium" was created in a metal shed with an electrical supply to power the necessary climate control equipment, and our community groups were able to help with the processes of inoculation, cultivation and harvesting. By September, we were excited to have our first crops of wine cap, oyster and shitake mushrooms, and groups have been learning all about the ecological benefits and applications of mycelium.

In July, the Greencare group did a special series of sessions helping to develop the habitat around our large wildlife pond, first established in 2021. They built dead hedges, ideal for encouraging a range of insects, and did pond dipping sessions to help monitor and record the rich ecosystem of pondlife which has developed over the first four years.

In August, the Farm's seasonal produce offer included a wide range of fruit and berries, providing an ideal opportunity for our community groups to learn about methods of preserving and utilising seasonal gluts. With our many elder trees laden with elderberries, Susy ran a special workshop on making elderberry syrup – known for its use by herbalists through the ages to relieve cold symptoms. Our greencare volunteers learned how to identify and harvest elderberries and process them into a syrup that they could take home.

In September, Susy delivered a Farm tour and plant identification workshop for Kin Structures, stewards of community centre the Soanes Centre, a space providing learning opportunities for local children and young people in ecology and natural science. Through this collaboration, we learned that the Soanes Centre is at risk of closure and we have been able to work to help support and raise awareness of their situation, strengthening a connection in the Farm's important local network of environmental education providers.

Also in September, the Farm took part in the annual City Farms & Gardens Harvest Festival at Lambourne End. This is always a great opportunity for our volunteers and communities to get involved, and several of the greencare group members were able to go along and represent the Farm, take part in competitions, and learn more about animal showing and rare breeds which they would not have had the opportunity to encounter in Tower Hamlets.

In October, Susy ran a special hop planting activity with the Bow Geezers, a community group for older men at risk of isolation, who have one of the community growing beds on the Farm allocated to them. From the late 1800s until the 1970s, hopping was an annual event for East Enders who would spend two weeks at the beginning of September picking hops, a tradition that some of the group members are old enough to remember – in fact for some it was their only holiday of the year. The group decided to team up with the Walthamstow Beer Project to plant hops around the Farm, and in September 2025, they'll be harvesting them to create our very own Stepney beer. The project chimes with the discovery by the Museum of London in 2010 of hop seeds on our site in a ceramic pot from the 17<sup>th</sup> century, an echo of the pastoral past of Stepney.

In November, the greencare group learned all about vinegar extraction. Evidence suggests that indigenous and folk healers across the world have made vinegar medicines for thousands of years. The group experimented with making their own fire cider – a non-alcoholic herbal remedy – from seasonal Farm ingredients. Susy took the group around the Farm and dug up horseradish, harvested sage, thyme, rosemary and nettles and a few onions, garlic bulbs and chilli peppers. These ingredients have anti-inflammatory and antioxidant properties and are rich in immune-supporting vitamins and minerals to promote health over the cold winter months.

In February 2025, the winter theme continued with a fermentation community workshop. Fermentation is an ancient technique of preserving food, used to produce foods like wine, cheese, yogurt, and kombucha. Fermented foods are rich in beneficial probiotics and have been associated with a range of health benefits – from better digestion to stronger immunity. The group made sauerkraut – fermented cabbage – a tasty, nutrient rich and long-lasting accompaniment to spice up all sorts of winter meals.

In March 2025, Susy collaborated with Trees for Cities to arrange for six of our community groups to plant trees in Stepney Green Park, contributing to the improvement of our wider local area. The groups planted 16 Ginkgo, Crab apple and Cherry trees – species selected for their ecological benefit, resilience in difficult environments (given the poor-quality local soil and historic rubble of WWII), future shade provision and visual interest, as well as to create more wildlife habitat and sequester carbon.

The role of Communities Programme Manager was generously funded across 2024-25 by the Nineveh Trust; the Canary Wharf Group; and L&Q.

Apart from the community growing beds, the Farm also has 64 allotment plots which provide vital outdoor food growing space for local people who have no gardens of their own. 60% of allotment holders are of Bangladeshi origin, many of whom are first generation elders and from farming backgrounds where food growing is part of daily life; the plots are extremely well used and very oversubscribed and are one of the ways that the Farm can support long term engagement with hyper-local members of our community. Some plot holders have been here since before the establishment of the current charity in 2010, and the longest-standing ones have had plots here since in the 1980's when the site was Stepping Stones Farm.

Susy was also able to work with our Sylheti-speaking Food Growers across the year to organise Sylheti-language versions of some of our most popular workshops for our Bangladeshi community groups and our allotments holders, including workshops on composting and permaculture principles.

The recruitment and retention of our Sylheti-speaking Food Growers has been an important part of the holistic development of our communities offer. Their work has also included liaison with allotment holders who speak little or no English, as well as helping with Sylheti-language focus groups and consultations.

Feedback from members of the community during the evaluation process after the original grant for these posts ended indicated that people felt much more supported by having Sylheti-speaking staff on site, and that they felt anxious about them leaving:

- “It was very good that you (Tahmina and Sajia) were here, and you’ve seen how we liked it. There were so many times we didn’t understand things so we asked you and you explained.”
- “I can communicate a little bit but it’s great to have somebody Bengali, and if they’re not there then we have to continue struggling. When you weren’t there I used small words and managed. If you’re there it’s better.”
- “Yes a lot of benefits since you came, it’s been so good having you, a lot of help and we liked it. Please can you stay? We need you.”
- “Oh if you’re not going to be working then it’s going to be difficult, who am I going to find to ask questions? Don’t go please.”
- “Since you and Sajia started to work we were able to speak to you directly because we can’t speak English and we can’t speak to anybody on the Farm. That was very beneficial for us.”
- “No, it’s definitely going to be difficult [without you]. There are people that are older than me, who can’t speak English. When we found you we were really happy, I was very happy.”

We are delighted that the new National Lottery Community Fund grant which we have secured from September 2025 will now allow Sajia and Tahmina to continue to work at the Farm 2.5 days a week each for the next five years, and will also provide for the expansion of the role of Communities Programme Manager from three to four days per week. All will be key to continuing to build on our connections with the local community, and over the first year, Susy will use her additional capacity to carry out consultations with our communities and visitors, co-designing new activities and projects to best serve them.

As a legacy of the original Women’s Environmental Network (WEN) grant which allowed us to establish the Sylheti-speaking Food Grower posts in 2023, the Farm will also continue to be part of the “Just FACT” partnership programme. This is a network made up of people and organisations in Tower Hamlets delivering food and sustainability projects. The programme includes The Blueprint Architects - a wider

network of community leaders, organisations, activists and residents who are engaged in the food system of Tower Hamlets. The group is coordinated by Platform London, who lead on research and project learning, and have been a great support to the Farm in our evaluation and evidence gathering.

Going forward into 2025-26, we will continue to utilise and further build upon the well-established relationships and community networks that the Farm has developed over many years. Our range of partnerships with local service providers puts us in a strong position to connect with some of the most underserved groups in the local community, and to continue to tailor programming to support local needs.

### **Café**

2024-25 was a year of change for the Farm Café. In November, we were sad to announce that Lucy and Betty Cuthbert, sisters-in-law who had run the space as The Allotment Kitchen since 2020, would be moving on to leave London and focus on family and future projects.

Lucy and Betty had built the Café up into a successful business and a popular local amenity since taking it over just as the UK was being plunged into the first Covid19 pandemic lockdown, and we were sad to see them go. But the reputation they had built for the space presented an appealing opportunity for new tenants, and a wide range of candidates applied to our tender process which sought a partner passionate about good food who would align with the Farm's environmental and community values.

As the Café represents a key element in our Farm to Fork cycle, the successful bid from Natasha Sayliss and Florence Creffield was scrutinised by a panel of staff, Trustees, and external experts through a rigorous process. Natasha has owned popular cafe Mae + Harvey on Roman Road for 8 years, while Florence is an experienced chef from Bonnington community cafe. They are friends who have gone into business together for the first time on this new venture, and Natasha's experience and reputation combined with Florence's passion for community engagement and food education made their new partnership the ideal choice.

The new café will open as Stepney's in May 2025 after extensive investment by Florence and Natasha in renovation of the dining area and kitchen, and the essential upgrade of building infrastructure by the Farm to meet current regulations. The Farm team are excited for the year ahead working with Stepney's.

### **Onsite Studios**

The Farm features three Rural Arts Studios. These are rented at affordable rates to support the unrestricted income of the Farm and to provide rural arts experiences for the public. It's vital that the tenants are carefully selected for their ethos and organisational fit, and a full tender and interview process is carried out when a studio becomes available. The current tenants have all now been with us for between 8-13 years and are:

- Jess Jos (potter);
- Tim Sanderson (greenwood worker); and
- Georgie Mason (painter).

All rural artists offer paid classes as well as programmes for disadvantaged individuals and have partnered with the Farm over the years to give opportunities to our beneficiaries and to take part in our festivals and events. In 2024-25, we expanded these partnerships with a grant from the D'Oyly Carte Charitable Trust to pay for more regular rural arts workshops for our Greencare and community groups.

On 1<sup>st</sup> January 2025, all studio tenants renewed their leases with the Farm for a further two years.

### **Site Management, Access and Visitor Experience**

The Farm is and will always be open and free for visitors to walk in six days a week. The site is an inclusive space with nature, food and animals being catalysts for learning, leisure opportunities, to bring communities together, and to support mental wellbeing in the urban heart of Tower Hamlets.

Free entry is one of the Farm's founding principles, and in the years since the Covid19 pandemic, we have seen ever-increasing visitor numbers driven by the cost-of-living crisis. Remedial and preventative site maintenance remain a priority to ensure the comfort and security of the public and our diverse programme beneficiaries.

With the cost of organisational overheads also rising year-on-year, we are thankful that interest in the Farm's corporate volunteering programme remained high across 2024-25.

Groups from companies often based in the City or Canary Wharf can book in for facilitated corporate volunteering sessions for up to 40 people. This is an increasingly popular alternative to other types of office away-day, benefitting employee mental health and wellbeing and helping to meet corporate social responsibility targets. These sessions allow us to keep on top of essential animal care and gardening tasks, as well as site maintenance and improvement projects which would otherwise not be practically or financially viable. In 2024-25, 3,007 corporate volunteers attended across 166 sessions and made associated financial donations to the Farm. In recent years, this has also become our largest income stream, allowing us to cover essential overhead costs which would otherwise be difficult to fundraise for.

Thanks largely to corporate income, in July we were able to fund the complete replacement of broken and deteriorating field fencing around the pig enclosure, the new sheep field, and a row of three fields on the south side of the site which rotate the goats, donkeys and rams. This much-needed investment will guarantee the integrity of the enclosures for at least a decade to come.

In August 2024, corporate group Deckers made a significant contribution to the Farm by buying and building a new pergola to provide additional covered seating behind the café and by booking team workshops across the day with all our studio tenants. The day was such a success that they repeated it in March 2025, donating £20,000 to cover the cost of buying and building new storage containers, a second pergola, and to make donations toward the costs of our Communities Programme and essential renovations to the café. The new pergolas and an expanded decking area have increased the capacity for café customers, helping to develop prospects for the new café business.

Due to the change-over of tenants and the required renovations, unfortunately the café remained closed for six months in total from the beginning of November 2024 to the beginning of May 2025. As an onsite food offer is an important part of our visitor experience, we have tried to mitigate the impact of this to some extent by having local café Cabin running weekend pop-ups on site and catering for group lunches and events, and by having popular mobile coffee stall Kinda Grind at the Saturday Farmer's Market.

We are excited for the new café tenants to become embedded in the Farm. We have worked over many years to support our local communities with bespoke programming, and to identify and remove barriers to different communities engaging with the Farm, with the 53.3% of our immediate local community (Limehouse North & Stepney East) who are of Bangladeshi heritage being a particular priority. An important part of the new café tender brief is to be inclusive of halal lifestyle requirements, to accommodate the more prevalent use of cash in the community, and to provide culturally appealing menu options. We hope that Stepney's will have wide appeal across our communities and look forward to seeing the business develop.

In 2024-25 Saturday continued to be our busiest day of the week for general visitors. Our two Saturday front of house positions remained financially sustainable, and across the year our Saturday produce stall went from strength to strength, as the growing team worked to optimise yield and diversify our range of Bangladeshi produce. Our Saturday Farmer's Market managed by CCFM maintained an average of 8 stalls a week, providing the opportunity for our urban community to buy directly from farmers and independent producers on their doorstep.

During the week, visitors can help themselves in our 'self-service' honesty shop, where produce, animal food, eggs and compost are available to buy.

Across 2024-25 we made progress with a new signage strategy for the site. A large map of the full Farm was designed by artists Tomartacus, who have produced cards and prints for us for several years (and this year also added four winter Farm designs to our card range in time for Christmas). The map has been printed and mounted at the front entrance. A pollinator trail, consisting of six individual educational signs about bees and pollinators was also designed and produced by Schools Programme Manager Rosie using part of the beehive grant from CMS, and has been installed around the site. Further educational signage sets have been drafted including for animals, growing, and site history, and we hope to have these completed and installed over the next year.

Our Saturday Open Volunteering sessions, implemented in 2021 with a grant from Ocean Regeneration Trust (ORT), ran until September 2024. These events allowed us to meet the popular demand for individuals to learn more about the Farm as one-off drop in volunteers and helped us to stay on top of the waiting list for volunteering opportunities - as participants can decide after these taster sessions whether they would like to make a more long-term commitment to one of our regular programmes. Unfortunately, due to unprecedented demand on trusts and foundations, we were not successful in securing ORT funding for a fourth year of sessions but hope to find funds to reinstate the Open Volunteering sessions in the future.

In recent years the high cost of energy has remained on the site management agenda. In 2024-25, the Farm reaped the first full-year benefit of a range of energy efficiency improvements made between 2022 and 2023. Over 30% of the electricity used on site was generated by our solar panels, significantly reducing costs, and a small surplus was sold back to the National Grid. The new heat pumps installed by the council in November 2023 and the double-glazed doors fitted to the café and office also helped to reduce the cost of heating the buildings in winter and significantly contributed to the quality of the working environment for staff with air con settings for the summer.

We would like to take this opportunity to thank the Garfield Weston Foundation and the Worshipful Company of Fan Makers who have both provided funding to support the core overhead costs of running the Farm in 2024-25.

### **Hires and public events**

Our annual programme of public events kicked off as usual with our sheep shearing event on 23 May, which was very well attended by visitors and volunteers. Farmer Tom Davis from Mudchute Farm carried out shearing demonstrations accompanied by educational talks and this year, our fleeces were collected by the London City Farm Yarn project. This is an ambitious idea to create yarn on a commercial scale from the native and rare breed sheep kept across London's farms, and soon we expect to have back a sample number of skeins and knitted or woven products to sell on the Farm.

Across the year, local Bengali women's group Ocean Women's Association continued to run weekly coffee mornings at the Farm, having been awarded 5-year funding from the National Lottery. On 19 June, they also teamed up with the Farm and other groups involved in our Communities Programme to deliver our annual Eid event. This was our biggest Eid celebration to date, with over 100 attendees from different community groups, music, stalls, food from the Allotment Kitchen, and a bubble entertainer.

In August, the Stepney Wombles celebrated the second anniversary of their monthly litter picking events based at the Farm. The events, initiated with the support of local councillors and public realm officials and with equipment donated by CleanupUK, continue to go from strength to strength, with up to 30 drop-in volunteers per sessions and over a tonne of litter collected on average each year since 2022.

In Autumn, we were pleased to host the Orchard Project for two days of their seven-day Certificate in Community Orchardling (CICO), a unique course with hands-on learning with orchard experts at a range of projects in North and East London. Lead Food Grower Danielle gave the learners a tour of the growing areas and the native fruit trees on site.

City & Country Farmers Markets (CCFM) ran our biggest event of the year, the annual Christmas Market, on 7 December. Unfortunately, this coincided with Storm Darragh, and as the stall holders and canopies were planned to be outdoors, we came very close to having to cancel the event. Thankfully, our lovely neighbours at St Dunstan's & All Saints church stepped in and saved the day by allowing the stalls to be set up inside their beautiful 15<sup>th</sup> century building. With London City Brass joining us for a fourth year running to play festive tunes, this made for a very atmospheric and cosy event, which stall holders and visitors alike were delighted by. Over at the Farm, we were still able to host our open craft studios, children's craft activities in the Classroom, street food vans, and a wonderful fashion-food fusion pop-up in the café space, organised by previous Allotment Kitchen front of house host Roshan Whittaker.

The following week, the Salvation Army had better luck with the weather for their annual nativity play on the Farm, attended by around 80 people.

Across the year, we continued to partner with City & Country Farmers Markets (CCFM) to manage our Saturday Farmers Market on the Farm, bringing in high quality independent producers from outside London for the local community. Popular weekly 'Frog Prince Baby Music' sessions and 'Rhythm Tree Baby Music' sessions were delivered on a venue hire basis on Tuesdays and Fridays. These sessions are a good driver of traffic to the Farm cafe during the week and provide a welcoming community for stay-at-home parents of young babies and toddlers.

On weekends, our Classroom and Garden Deck continued to be available for hire, with the most popular type of booking being children's parties. 52 families choose to celebrate their child's birthday at the Farm in 2024-25.

The Farm also hosted occasional television and photo shoots. All hire fees contributed to the core costs of running the charity.

In March, we began planning for our first big May Day celebration since before the pandemic. Communities Programme Manager Susy has secured funding from the D'Oyly Carte Charitable Trust to include some public workshops and bring in folk-hip-hop fusion performers Folkdance Remixed to run maypole dancing sessions. CCFM have booked in 35 market stalls, and Stepney's cafe will be celebrating their grand opening.

Thank you to everyone who came together to make 2024-25 a fantastic year at the Farm. We're looking forward to some exciting times ahead.

### **Reviews across 2024-25**

*"Unchangeably the best city farm in London!" - Aleksandra - Ola Piękniewska*

*"Such a lovely community orientated and well run space, so relaxing and welcoming! Cafe had nice food and drinks at an affordable price. A must see and do for all ages in the area!" - Dom C*

*"A wonderful gem in the area. The farm is a haven where people and nature come together, from their sustainable farming and livestock rearing (feed available!), to their community kitchen. A must-visit." - Andrew Hall*

*"Lovely friendly staff. We had a workshop and the children really enjoyed it. It's very child friendly and a really comfortable site to navigate." - Stephanie Clarke*

*"Super lovely farm in the heart of the east end. lambs, donkeys, rabbits and guinea pigs plus a cool Saturday micro farmer's market." - Susan Calam*

*"Very friendly & informative staff, great place if U r an animal, nature lover. Lots of local/ fresh produce" - Pum White*

*"Such a gem for anyone living in the area" - Orhan Sozen*

*"What a nice farm! Lot of animal, vegetables garden, little ponds. Suitable for all age of people for gathering together and enjoy, no need any ticket" - Jahangir Alam*

*"Lovely city farm!! It's so so big!!! I didn't realise how big this was! So many plants growing everywhere, very well looked after!! There are allotments, cafes, workshops, farmers market on Saturdays, plants for sale! There are bike parking available as well x" - Sara Roudbari*

*"Amazing donks, ten stars" - BPM*

*"Fine beasts to view! Pots of recommended food for kids to feed them... Heart-warming veg beds being grown by locals... No picking!...And a great farmers market on Saturday mornings. High point: the Iranian woman's stall of tasty stuff from her own land. Olives in many varieties, cheeses, sun dried tomatoes, and my first ever pickled garlic. Yum" - Anne Hawes*

*"One of my fave place in London" - Xin Zhao*

*"We are so happy we found this hidden gem! The place is incredibly welcoming, and the people are so friendly. They offer a wide range of activities including a farm, café, markets, workshops, and venue hire. We celebrated our daughter's 2nd birthday party here, and Thuy made our special day even more memorable by helping us throughout the day and arranging an amazing farm tour for the kids. Highly recommend this place for any event or just a day out!" - Severina O*

## **Structure, Governance and Management**

### **Governing Document**

Stepney City Farm was incorporated on 23 March 2009 as a Company Limited by Guarantee without a Share Capital. The Company was then registered as a charity on 10 June 2010. The Company was established under a Memorandum of Association that defined its objects and powers. It is governed by its Articles of Association, the current version of which was adopted on 20 May 2020.

### **Directors**

The Directors who held office during the year, unless otherwise indicated, are set out on page 3. As the Company is limited by guarantee and has no issued share capital, none of the Directors hold any beneficial interest in the charitable Company.

### **Recruitment and Appointment of Directors**

Directors are usually recruited from residents or persons working within the London Borough of Tower Hamlets. They are expected to take a specific interest in an area of the Farm's activities and/ or to have relevant professional expertise.

In accordance with the Articles of Association of the Company, a third of the Directors, those who are the longest serving, are required to retire from office at every third Annual General Meeting (AGM) but, if eligible, may offer themselves for re-election.

### **Induction and Training of Directors**

The charity has produced an induction pack for all new Directors, which will include the latest annual report and accounts, a summary of current policies, the memorandum and articles, operational plans and financial forecasts. They are given opportunities to meet other Directors and senior staff to provide insight into the management and operations of the charity. Training is mainly provided through briefing sessions at Board meetings as issues arise; for example, over updated legal and regulatory requirements. There are also opportunities offered for further training from external providers over the year.

### **Organisational Structure**

The Directors operate through a Board comprising themselves and, with no voting rights, the Farm Director and external advisers. The Board is responsible for the overall governance of the charity and guiding its strategic direction. It meets every other month.

The Chief Executive has overall responsibility for Farm operations and delivering organisational strategy, and has the power to delegate spending authority to individual budget holders on the staff faculty, who report to the Chief Executive monthly. Induction processes are in place for all Farm workers including staff, volunteers in all volunteer streams and work experience students. There is a permanently contracted member of staff for every day of the week responsible for overseeing animal care, site operations, health and safety (morning and evening site check, first aid, hygiene) and security on their given day(s).

### **Risk Review**

The Board has reviewed the principal areas of the organisation's operations and considered the major risks that may arise in each of these areas. In the opinion of the Directors, the charity has established resources and reviews that, under normal conditions, should allow the risks identified by them to be mitigated to an acceptable level in its day-to-day operations.

## Financial Review

### Results for the year

The results of the year and financial position of the Company are shown in the accompanying Financial Statements.

The Statement of Financial Activities shows a net deficit for the year of £69,405 (net deficit of £18,331 in 2023/24). This deficit is due to the utilisation of restricted funds carried forward from the previous year for their intended purposes, and the utilisation of high unrestricted reserves for essential site improvements.

Total unrestricted incoming resources were £326,176 (£330,175 in 2023/24) and total restricted incoming resources were £68,756 (£97,004 in 2023-24). This was raised from a combination of income from charitable activities, rent, corporate volunteering days, donations and grant funding. Total resources expended from unrestricted funds were £352,719 (£283,607 in 2023/24) and total resources expended from restricted funds were £100,699 (£125,187 in 2023/24). Total resources expended from designated funds were £10,920 (£36,717 in 2023-24).

### Donations in Kind

The Farm has received some donations of goods and services: most notably in 2024/25, several tonnes of woodchip and logs from various arborists; 16 metal lockers, two new picnic tables, and 22 gingham table clothes donated via Event Cycle; and six benches donated by Tower Hamlets Council.

The donations in kind have not been valued in the accounts because the charity wouldn't have bought them if they hadn't been donated.

### Grants and Donations

Thank you to the trusts and foundations which have supported Stepney City Farm in 2024-25:

A+E Educational Foundation	John Lewis Golden Jubilee fund
Allen and Overy	L&Q
Atkin Charitable Foundation	Latimer by Clarion
Canary Wharf Group	Nineveh Trust
CMS	Ocean Regeneration Trust
D'Oyly Carte Charitable Trust	Ratcliff Educational Foundation
Ernest Cook Trust	St Dunstan & All Saints
Fan Makers' Company	Worshipful Company of Parish Clerks
Kew Gardens Grow Wild fund	Women's Environmental Network
Jack Petchey Foundation	

Thank you to the companies who supported the Farm through our Corporate Volunteering programme:

Accenture	BlackRock
Allianz Trade	Canary Wharf Group
Ambiente Group UK	CFC Underwriting
Argon & Co	Citi
ASL	City of London Corporation
Barclays	Close Brothers
Baringa	CMS
Beazley	Compare the Market
Belmont Green	Compass Lexecon

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Cooley (UK) LLP	Menzies
CyberCube	Mimecast
Deckers	Moonpig
Department for Business & Trade	Morningstar
Digital Theatre	Ninety One UK Limited
Enro Holdings Limited	Nomura
Ernst & Young LLP	OMERS Private Equity Europe Limited
Exact Sciences UK, Ltd	Onduline
Fitch Ratings	Overbury plc
Fleet Street	PitchBook
Forvis Mazars	Plan A Consultants
Get Living	Plural Strategy
Guy Carpenter	Recharge
HiBob	Red Pill Production Limited
Hiscox	Royal Bank of Canada
Howden	Royal London Asset Management
HSBC	RSM UK
Icertis	Savills
Iconic London	Sky
Interpath Advisory	Societe Generale
ISG Ltd	Sompo
Janus Henderson Investors	Standard Chartered
JP Morgan	Starling Bank
La Prairie	Sumitomo Mitsui Trust Bank
Latimer by Clarion	T. Rowe Price
LexisNexis Risk Solutions	TD Securities
Liberty	TPXImpact
Linklaters	Twilio Segment
Lloyds Banking Group	Tyler Grange
London School of Hygiene & Tropical Medicine	UBS
Man Group	UTA
Mapletree	Wellcome Trust
Markel	Winnow Solutions Limited
Maxis	Workiva

There were also many anonymous donations from individual visitors for which we are extremely grateful. Thank you to everyone who dropped a pound in the donations box; used the contactless donation machines; or contributed by text or online via Paypal, Easy Fundraising, Just Giving or My Donate; attended yoga sessions; held a children's party or venue hire at the Farm; or bought Farm produce.

All at Stepney City Farm are very grateful for all donations and grants received and we thank our funders for their support.

### **Investments**

The Farm does not currently hold any investments.

## Reserves and Funds

Free reserves are the balance of resources under the Company's Funds to spend at the Chief Executive's discretion, with the oversight of the Board of Trustees, in furtherance of the Company's charitable objects, once the stated value of fixed assets and any other amounts already committed have been deducted. The free reserves at 31 March 2025 were £144,786 (£190,534 at 31 March 2024).

The general reserve (cash) has decreased from £174,823 to 133,222. Funds have been deployed strategically and in line with the organisational reserves policy.

A review of the adequacy of these reserves is made annually, normally at budget approval, and at any other times the Directors consider prudent.

## Financial sustainability

The Directors consider the organisation to be sustainable for the following reasons:

All staff roles for 2025-26 either have funding in place, or can be reasonably expected to be fully funded via other income streams or funding applications;

The policy of including a contribution to overheads in each funding application has ensured that essential utilities and other premises costs are covered.

## Plans for Future Periods

Our vision for the future is refined across three key areas:

- *The Farm as a beacon of rural and environmental education in Tower Hamlets, with a particular focus on food systems and encouraging sustainable living practices.*
- *The Farm as the heart of our diverse local community; an inclusive space offering 'something for everyone', connecting people through farming.*
- *The Farm as a centre of support for healthy living in Tower Hamlets; including the promotion of healthy eating, good physical health, and good mental health.*

In 2025-26, a major new 5-year grant from the National Lottery Community Fund will be deployed in furtherance of these objectives.

This funding will secure key staffing roles including our full time Lead Food Grower and full time Farmyard Manger and allow for the expansion of the role of Communities Programme Manager to four days per week. It will also cover the reinstatement our Sylheti-speaking Food Growers from 0.4 FTE to 1 FTE, following the end of previous funding for these roles.

Having these core costs funded for 5 years will realise an ambition to re centre our community and engagement activities at the heart of the Farm's programming, after a period of growing organisational reliance on paid activity delivery to cover overheads including staffing and maintenance.

Across the five-year period, we will use our increased organisational capacity to:

- Strategically map our reach in the local community, identifying and bridging any gaps in delivery.
- Consolidate some of our more informal connections into working relationships with measurable outcomes.
- Develop new income streams for the future to ensure that our increased capacity remains sustainable.

- Strategically target fundraising for further multiyear grants to support our Schools and Youth programming.
- Implement a regular programme of public activities and workshops developed through community consultation, including Sylheti language events;
- Continue to develop and expand our range of Bangladeshi produce and skills sharing in traditional growing methods;
- Seek funding to reinstate our Saturday book-in volunteering taster sessions;
- Implement an educational public signage strategy across the site;
- Explore costings, designs, and capital funding opportunities for a large glasshouse;
- Work with our new Cafe team to co-produce programming, particularly educational cooking activities, holiday hunger initiatives, and foraging workshops.

### **Statement of Directors' Responsibilities**

The Directors are responsible for preparing the Annual Report and the Financial Statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare Financial Statements for each financial year. Under that law the Directors have elected to prepare the Financial Statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The Financial Statements are required by law to give a true and fair view of the state of affairs of the Company and of the incoming resources and application of resources, including income and expenditure, for that year. In preparing those Financial Statements the Directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the Financial Statements.
- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the Company will continue to operate.

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Company and to enable them to ensure that the Financial Statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for prevention and detection of fraud and other irregularities.

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**Audit Exemption**

The Directors have decided to take advantage of the audit exemption provisions of the Companies Act 2006. Under the provisions of section 145 of the Charities Act 2011, Catherine Sullivan has been appointed as Independent Examiner. Her report is shown on page 27

This Report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (the FRS102) (effective 1 January 2015), and in accordance with the special provisions of section 415A of the Companies Act 2006 relating to small companies.

Approved by the Directors on the following date and signed on their behalf by:

Alice Thornton ..... Date: 22/10/2025

Alice Thornton, Chair

## Independent examiner's report on the accounts

**Report to the trustees of Stepney City Farm (Charity number: 1136448), on accounts for the year ended 31 March 2025.**

### Responsibilities and basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 March 2025, as set out on pages 28-36

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

### Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants of England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: 

Date: 20th November 2025

Catherine Sullivan FCA, DipCHA

Beresford Marney Limited, 5 Marneys Close, Epsom, Kt18 7HR

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**Statement of Financial Activities**

For the year ended 31 March 2025

	Note	Unrestricted Funds	Restricted Funds	Designated Funds	Total Funds 2025	Total Funds 2024
		£			£	£
<b>INCOMING RESOURCES</b>						
<b>Incoming resources from generated funds</b>						
Voluntary Income	2	171,906	68,756	0	240,662	238,292
Investment Income – bank interest		1,745	0	0	1,745	1,969
<b>Total Incoming Resources from generated funds</b>		<b>173,651</b>	<b>68,756</b>	<b>0</b>	<b>242,407</b>	<b>240,261</b>
<b>Incoming resources from charitable activities</b>	3	<b>152,525</b>	0		<b>152,525</b>	<b>186,919</b>
<b>Total Incoming Resources</b>		<b>326,176</b>	<b>68,756</b>	<b>0</b>	<b>394,932</b>	<b>427,180</b>
<b>RESOURCES EXPENDED</b>						
<b>Charitable activities:</b>	4	(340,589)	(100,699)	(10,920)	(452,208)	(434,082)
<b>Fundraising Costs</b>	5	(12,130)	0	0	(12,130)	(11,429)
<b>Total resources expended</b>		<b>(352,719)</b>	<b>(100,699)</b>	<b>(10,920)</b>	<b>(464,338)</b>	<b>(445,511)</b>
<b>NET INCOME FOR THE YEAR</b>		<b>(26,542)</b>	<b>(31,943)</b>	<b>(10,920)</b>	<b>(69,405)</b>	<b>(18,331)</b>
Transfer Funds		(15,059)	8,286	6,773	0	
<b>RECONCILIATION OF FUNDS</b>						
Total funds brought forward		174,823	52,898	15,711	243,432	261,764
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>133,222</b>	<b>29,240</b>	<b>11,564</b>	<b>174,026</b>	<b>243,432</b>

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared. All of the above amounts relate to continuing activities.

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Balance Sheet as at 31 March 2025	Note	2025		Total Funds
		£	£	2024
<b>FIXED ASSETS</b>				£
Tangible assets	9		11,564	15,119
<b>CURRENT ASSETS</b>				
Debtors	10	8,208		17,859
Cash at bank and in hand		176,244		227,383
		<u>184,452</u>		<u>245,242</u>
<b>CREDITORS: Amounts falling due within one year</b>	11	(21,994)		(16,930)
<b>NET CURRENT ASSETS</b>			162,458	228,312
<b>NET ASSETS</b>	13		174,022	<b>243,432</b>
<b>RESERVES</b>	12			
Unrestricted funds:				
General reserve		133,222		174,823
Designated Fund Depn		11,564		15,119
Designated Site Fund		0		592
			<u>144,786</u>	<u>190,534</u>
Restricted Funds			29,240	52,898
<b>TOTAL FUNDS</b>			<b>174,026</b>	<b>243,432</b>


The Directors are satisfied that the Company is entitled to exemption from the provisions of the Companies Act 2006 relating to the audit of the accounts for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Companies Act 2006. However, in accordance with section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report appears on page 21.

The Directors acknowledge their responsibilities for:

- (i) ensuring that the Company keeps proper accounting records which comply with section 386 of the Companies Act 2006, and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the Company as at the end of the financial year and of its surplus or deficit for the financial year in accordance with the requirements of section 396, and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the Company.

These Financial Statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the Directors on the following date and signed on their behalf by:

 Date: 19 November 2025  
 Edward Gaze, Treasurer

## 1 Accounting Policies

### 1.1 THE BASIS OF ACCOUNTING

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value, unless otherwise stated in the notes to these accounts.

These Financial Statements have been prepared in accordance with the Statement of recommended practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Charities Act 2011.

The financial statements are prepared in sterling which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

### 1.2 RECOGNITION OF INCOME

All income is recognised on receipt of income. Donations and grants are recognised on settlement date. In the event that a donation or grant is subject to conditions that require a level of performance before the charity is entitled to draw down on the grant, then that part of the funds will not be recognised until those conditions are fully met

There is no interest on funds, as no funds are currently held on deposit

### 1.3 EXPENDITURE

Expenditure is recognised on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. Cost in respect of future activities are charged when the relevant activity takes place. Governance costs compare all cost involving the public accountability of the charity and its compliance with regulations and good practice.

### 1.4 FIXED ASSETS

Only assets with a purchase of at least £500 are capitalised. There are no assets of that value in the charity.

### 1.5 TAXATION

No tax provision is included in the financial statements as it's a registered charity and entitled to exception from tax under Section 505 of the Income and Corporation Taxes Act 1988.

### 1.6 FUND ACCOUNTING

The charity has restricted funds, where the donor has specified that the monies can only be used on specific projects in future. All other funds are unrestricted.

### 1.7 PENSION COSTS

The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the statement of financial activities.

### 1.8 GOING CONCERN

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.9 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the Charity's accounting policies the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

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**2. INCOMING RESOURCES FROM GENERATED FUNDS – VOLUNTARY INCOME**

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Ernest Cook Trust		0	0	15,000
Ratcliff Educational Foundation		15,000	15,000	0
Farm Education		7,981	7,981	0
D'Oyly Carte Charitable Trust		4,000	4,000	0
L&Q Communities		11,575	11,575	5,000
Ocean Regeneration		0	0	5,000
Just FACT (WEN)		1,000	1,000	39,550
Allen Overy		5,000	5,000	0
John Lewis Community Christmas		0	0	1,445
Jack Petchey		2,200	2,200	3,900
Finnis Scott Foundation		0	0	1,000
Tower Hamlets Local Community		0	0	3,839
Canary Wharf Group		5,000	5,000	0
CMS		500	500	2,000
Atkin Charitable Foundation		5,000	5,000	5,000
Latimer by Clarion		5,000	5,000	0
Grow Wild		2,500	2,500	0
Nineveh Trust		4,000	4,000	0
<b>Totals</b>	<b>0</b>	<b>68,756</b>	<b>68,756</b>	<b>81,734</b>
Donations from individuals	25,229	0	25,229	35,326
Donations from organisations	143,927	0	143,927	119,891
Insurance claims	2,750		2,750	1,341
	<b>171,906</b>	<b>0</b>	<b>171,906</b>	<b>156,558</b>
<b>Total Voluntary Income</b>	<b>171,906</b>	<b>68,756</b>	<b>240,662</b>	<b>238,292</b>

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**3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES – OPERATION OF FARM**

Total Funds	2025		2025	2024
	Unrestricted	Restricted	Total Funds	
			£	
Animal activities	2197		2,197	1,186
Corporate Volunteering	66,971		66,971	81,238
Courses and Workshops	0	-	0	4,440
Misc	1,485		1,485	13,961
Hire of space	63,958		63,958	68,473
Sale of Farm Produce	17,915		17,915	17,621
	<b>152,525</b>	<b>0</b>	<b>152,525</b>	<b>186,919</b>

**4. RESOURCES EXPENDED – CHARITABLE ACTIVITIES**

	Unrestricted	Restricted	Designated	Total Funds	Total Funds
	£	£		2025	2024
Animals	22,101			22,101	21,621
Corporate	50,112			50,112	36,048
Gardening	50,425			50,425	44,688
Governance	750			750	800
Depreciation	0		10,920	10,920	13,209
Fundraising	12,130	0	0	12,130	11,429
Main	217,200	50,899	-	268,099	261,778
Farm education	0	49,800		49,800	55,938
	<b>352,719</b>	<b>100,699</b>	<b>10,920</b>	<b>464,338</b>	<b>445,511</b>

**5. RESOURCES EXPENDED – FUNDRAISING COSTS**

	2025	2024
	£	£
Cost of employee time + Fundraise costs	<b>12,130</b>	<b>11,429</b>
	<b>12,130</b>	<b>11,429</b>

**6. NET INCOMING RESOURCES**

Net resources are stated after charging:

	2025	2024
		£
Depreciation and disposal	<b>10,920</b>	13,209
Independent Examiner Fees	<b>750</b>	800
	<b>11,670</b>	<b>14,009</b>

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**7. DIRECTORS' REMUNERATION AND RELATED PARTY TRANSACTIONS**

None of the Directors received any remuneration, other benefits or expenses for this or the previous year in any contract or transaction entered into by the Company during this or the previous year. No other person related to the Company had any personal interest

**8. STAFF COSTS**

	Unrestricted	Restricted	Total Funds	
			2025	2024
	£	£	£	£
Wages and Salaries	192,569	87,944	<b>280,513</b>	267,292
Social Security Costs	11,108	4,780	<b>15,889</b>	14,596
Employer Pension Costs	4,233	1,593	<b>5,826</b>	5,510
	<b>207,910</b>	<b>94,317</b>	<b>302,227</b>	287,398
Sub-contractor Fees	8,867	1,057	<b>9,923</b>	3,887
	<b>216,777</b>	<b>95,374</b>	<b>312,151</b>	291,286

No employees earned over £60,000 per annum (2024: nil)

Total employee benefits paid to key management were £114,800 (2024 - £111,704)

The total number of staff employed during the year was as follows:

	2025	2024
Directly engaged in activities	<b>14</b>	14
Support and management	<b>2</b>	2
Total	<b>16</b>	16

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**9. TANGIBLE FIXED ASSETS**

	Restricted		Unrestricted		Total U/R	Total.	Totals 2024 £
	Buildings	Fixtures Fittings & Equipment	Total	Fixtures Fittings & Equipment	Motor Vehicles	Total	
	£	£	£	£	£	£	£
<b>COST</b>							
At 1 April 2024	80,418	15,704	96,122	41,846	-	41,846	136,033
Additions	-	-	-	7,366	-	7,366	8,380
Disposals							6,445
At 31 March 2025	80,418	15,704	96,122	49,212	-	49,212	137,968
<b>DEPRECIATION</b>							
At 1 April 2024	72,378	15,704	88,082	34,767	-	34,767	116,085
Charge for the year	8,040	-	8,040	2,881	-	2,881	13,209
Disposals							6,445
At 31 March 2025	80,418	15,704	96,122	37,648	-	37,648	122,849
<b>NET BOOK VALUE AT 31 MARCH 2025</b>	-	-	-	11,564	-	11,564	15,119
NET BOOK VALUE AT 1 APRIL 2024	8,040	-	8,040	7,079	-	7,079	15,119

The Restricted Building/F&F are considered to be Unrestricted Assets and are shown as restricted only in the event of disposal

**10. DEBTORS**

	2025 £	2024 £
Trade Debtors	3,003	12,722
Prepayments	5,205	5,137
	<b>8,208</b>	17,859

**11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2025 £	2024 £
Trade Creditors	8,928	11,274
Taxes and Social Security	4,458	4,731
Accrual	8,608	925
	<b>21,994</b>	16,930

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12. TOTAL FUNDS

	Balance 1 Apr 24	Incoming Resources	Outgoing Resources	Trf to U/R	Assets	Desg'd Site Fund	Balance 31 Mar 25
<b>Farm Education/Youth</b>							
General	4,020	7,921	16,573	5,144	0	0	512
Environmental Education	643	60	98				605
Ernest Cook	15,124	0	15,124	0	0	0	(0)
Allen Overy	0	5,000	6,734	1,734	0	0	0
Ratcliff Educational Foundation	0	15,000	4,658	0	0	0	10,342
Jack Petchey	766	2,200	2,946	(20)	0	0	0
Latimer by Clarion		5,000	3,767	(1,233)			0
CMS	0	500	254	(246)	0	0	0
Atkin Charitable Foundation	5,000	5,000	6,238	1,238			5,000
<b>Communities</b>							0
Grow Wild	0	2,500	1,380	(620)			500
Ocean Regeneration Trust	1,289	0	1,487	198	0	0	0
Canary Wharf Group	0	5,000	5,008	8	0	0	0
L&Q Communities	4,004	11,575	7,371	70			8,278
<b>General</b>							
Nineveh Trust	0	4,000	4,407	407		0	0
D'Oyly Carte Charitable Trust		4,000	0				4,000
Just Fact (WEN)	22,051	1,000	24,656	1,605			(0)
<b>Total</b>	<b>52,898</b>	<b>68,756</b>	<b>100,699</b>	<b>8,285</b>	<b>0</b>	<b>0</b>	<b>29,240</b>
Designated Fund – Tangible Assets	15,119	0	(10,921)	0	0	7,366	11,564
Designated Fund – Site Fund	592	0	0	(592)		0	0
General Reserve	174,823	326,176	(352,719)	(7,693)	0	(7,366)	133,222
<b>Total Unrestricted Funds</b>	<b>190,534</b>	<b>326,176</b>	<b>(363,640)</b>	<b>(8,285)</b>	<b>0</b>	<b>0</b>	<b>144,786</b>
<b>Total Funds</b>	<b>243,432</b>	<b>394,932</b>	<b>(464,338)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>174,026</b>

*Brought forward General education income, and grants from Allen Overy, Atkin Charitable Foundation, Latimer by Clarion, Ernest Cook Trust, and the Ratcliff Educational Foundation covered salaries in 2024-25 for the Schools Programme Manager, Youth Programme Managers, and Youth Officer. Jack Petchey educational funding was spent on tools and resources for Young Volunteers. CMS funding, Ocean Regeneration Trust, Canary Wharf Group, L&Q and the Nineveh Trust covered the salary of our Community Programmes Manager. The Just Fact grant from WEN funded the salaries of two part-time Sylheti-speaking Food Growers. The Grow Wild fund supported the installation of a mushroom growing facility and associated equipment. The D'Oyly Carte Charitable Trust supported rural arts workshops for our community groups.*

The Designated Fund for Depreciation provides a fund against which all depreciation of all tangible fixed assets is charged, thereby leaving the General Reserve unencumbered by any commitments.

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**13. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Tangible	Net	
	Fixed Assets	Current Assets	Totals
	£	£	£
<b>Restricted Funds</b>	0	29,240	29,240
<b>Unrestricted Funds</b>			0
Designated Fund – Tangible Assets	11,564	0	11,564
Designated Fund – Site Fund	0	0	0
General Reserve	0	133,222	133,222
	<b>11,564</b>	<b>133,222</b>	<b>144,786</b>
<b>Total Funds</b>	<b>11,564</b>	<b>162,462</b>	<b>174,026</b>

**14 Comparatives for the Statement of Financial Activities  
For the year ended 31 March 2024**

<b>INCOME AND ENDOWMENTS FROM</b>	Unrestricted	Restricted Funds	Designated Funds	Total
Voluntary Income	145,617	92,674		238,291
Charitable activities:				
Farming/Educational Activities	182,589	4,330	0	186,919
Investment Income:	1,969	0	0	1,969
<b>TOTAL</b>	<b>330,175</b>	<b>97,004</b>	<b>0</b>	<b>427,180</b>
<b>EXPENDITURE ON</b>				
Farming/Educational Activities	(272,178)	(125,187)	(36,717)	(434,082)
Fundraising Costs	(11,429)	0		(11,429)
<b>NET INCOME FOR THE YEAR</b>	<b>46,568</b>	<b>(28,182)</b>	<b>(36,717)</b>	<b>(18,331)</b>
Transfer between funds	(23,006)	(87)	23,093	0
<b>RECONCILIATION OF FUNDS</b>				
Total funds brought forward	151,261	81,169	29,335	261,764
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>174,823</b>	<b>52,898</b>	<b>15,711</b>	<b>243,432</b>

**15 Allocation of support costs on Charitable Activities 2025**

<b>Costs</b>	<b>Salaries</b>	<b>Direct</b>	<b>Support</b>	<b>Governance</b>	<b>Total</b>
Staff Grants	49,367	1,532	44,643	258	95,800
Farm education	46,007	3,793	41,605	240	91,646
Gardening	47,963	2,462	43,374	250	94,049
<b>Totals</b>	<b>143,767</b>	<b>7,787</b>	<b>130,012</b>	<b>750</b>	<b>282,316</b>

Support costs have been allocated on the basis of direct labour costs paid per activity

Some staff costs are shown as part of the support figure. The total amount of staff expenditure is shown in note 8

**Allocation of support costs on Charitable Activities 2024**

<b>Costs</b>	<b>Salaries</b>	<b>Direct</b>	<b>Support</b>	<b>Governance</b>	<b>Total</b>
Staff Grants	64,945	296	45,155	328	110,723
Farm education	49,939	5,999	34,722	253	90,912
Gardening	43,315	1,373	30,116	219	75,023
<b>Totals</b>	<b>158,199</b>	<b>7,667</b>	<b>109,992</b>	<b>800</b>	<b>276,658</b>

**STEPNEY CITY FARM**

England & Wales - Charity number 1136448

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# Accounts

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**Financial Statements and Directors' Report**

**For the year ended 31 March 2024**



**REGISTERED COMPANY NUMBER 06855753**

**REGISTERED CHARITY NUMBER 1136448**

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## Directors' Report

The Directors of Stepney City Farm (hereinafter referred to as the Farm or the Charity or the Company) present their Report and independently examined Financial Statements for the year ended 31 March 2024. The Report and Statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities and the provisions of the Statement of Recommended Practice: Accounting and Reporting by Charities applicable to charities preparing their accounts in accordance with FRS102 (effective 1 January 2015).

## Reference and Administrative Details

<b>Company Name</b>	Stepney City Farm
<b>Registered Company Number</b>	06855753
<b>Registered Charity Number</b>	1136448
<b>Registered Office</b>	Stepney City Farm, Stepney Way, London, E1 3DG

## Directors and Trustees

The Directors of Stepney City Farm are also its Trustees for the purposes of charity law and are referred to throughout this Report as the Directors.

The Directors who held office during the year, unless otherwise indicated, were as follows:

Alice Thornton	Chair
Sapna Ajwani	(Appointed April 2023)
Edward Gaze	Treasurer
Dil-veer Kang	(Appointed January 2024)
Neil Lambert	
Subhendu Maji	
Syeda Jeba Maleque	(Appointed August 2023)
Victoria Park	
Josephine Pertwee	
Thuy Ho Preuveneers	
Dr Catrina Prince	(Resigned July 2023)
Annabel Shipway	
Richard Thomas	(Resigned July 2023)
Dr Elizabeth Venables	

## Company Secretary

Clare Hawkins

## Bankers

The Co-operative Bank, 80 Cornhill, London EC3V 3NJ

Triodos Bank, Brunel House, 11 The Promenade, Clifton BS8 3NN

Shawbrook Bank Ltd, Lutea House, Warley Hill Business park, The Drive, Great Warley, Brentwood, Essex CM13 3BE

## Independent Examiner

Catherine Sullivan, 5 Marneys Close, Epsom KT18 7HR

## **Objectives and Activities**

The objects of the charity, as set out in its Articles of Association, are:

To promote, for the benefit of the inhabitants of Stepney and the surrounding area, the provision of facilities for recreation or other leisure time occupation, of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social and economic circumstance or for the public at large in the interests of social welfare and with the object of improving the conditions of lives of the said inhabitants. To provide or assist in the provision of facilities in the interests of social welfare for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity, disability, financial hardship or social circumstances with the object of improving the conditions of the lives of the said inhabitants. To advance the education of the public at large, in agriculture, horticulture, crafts, country life, protection and improvement of the natural environment through best environmental practices, especially by encouraging reduction, re-use and recycling, and related subjects.

### **Principal Activity**

The principal activity of the organisation in the year under review was to develop and run a city farm for the educational and social benefit of the residents of Stepney and surrounding areas in the London Borough of Tower Hamlets. We achieved this by using our resources to provide learning, recreational and volunteering opportunities for all ages.

### **Public Benefit**

The objects of the charity are for public benefit, specifically around the provision of educational and social opportunities related to food, farming and caring for the wider environment. We do not charge for the majority of our services to the community and in cases where we do charge we offer concessionary rates for those less able to pay. We ensure that our services and facilities are all wheelchair accessible and do not restrict benefits to those with particular personal characteristics.

The charity creates and maintains a life-long learning environment where local people and others further afield can gain knowledge, skills, confidence and learning opportunities through farm activities. In planning the Farm Business Plan and the activities taking place, the Directors pay due regard to the Charity Commission's guidance on public benefit.

### **Remuneration Policy**

All staff salaries including key staff are reviewed annually as part of an appraisal process conducted by their line manager. The CEO's appraisal is conducted by the Chair of Trustees. Salary increases are built into funding bids for those posts which are funded by grants. The Board of Trustees recently reviewed all salaries for parity across the staff pay levels, and have awarded cost of living increases to all staff.

**Other charities and related parties** There were no transactions between the charity and related parties that required disclosure. The Farm was a member of the following organisations as this was considered beneficial to achieving our objectives:

Capital Growth; East London Business Alliance; Social Farms & Gardens; London Food Link; London Youth; London Environmental Educators Forum; The National Farmers' Union; Sustain; National Council of Voluntary Organisations; The Permaculture LAND Network; The Stifford Centre (lead for consortium funding from the Tower Hamlets Community Fund); Volunteer Centre Tower Hamlets; Tower Hamlets Council for Voluntary Services.

## **Achievements and Performance**

### **Chief Executive's Summary**

2023-24 marked a new phase for Stepney City Farm following the completion of a range of site development works, which had taken priority since a reinstatement of land to the Farm in 2019. We now find ourselves in a position to refocus on the delivery of our educational and communities programming, and across the year several exciting opportunities have allowed us to expand our capacity and to strengthen holistic links across different projects:

- With a charity secondment from John Lewis, we have been able to trial having a member of the Food Growing team on site 7 days a week, increasing the capacity for education, productivity and sales;
- New Communities Programme Manager Susy Langsdale has organised a grant to develop a mushroom growing lab in the former fly farming shed, creating new educational and commercial opportunities;
- From spring 2024, we will be able to offer beekeeping and pollinator sessions as part of our education programme, thanks to a new bee hive and colony donated by CMS alongside a supporting grant;
- Thanks to in-kind support and donations, in 2023 we were able to hold community events in addition to our large public events, including an Eid celebration in collaboration with our community groups for over 80 people, and a Winter Festival community event for over 100 people, including allotment holders and volunteers;
- In September, funding from the Women's Environmental Network (WEN) was awarded to the Farm to employ two Sylheti-speaking Food Growers. Sajia Nessa and Tahmina Aziz will be with us until November 2024, and are helping us to engage with people from local communities with their own experience of traditional farming and growing techniques. The project is also supporting the development of inclusive community events centred on growing and cooking, and is already having a great impact on relations with the 60% of our allotment plot holders who have Sylheti as a first language.

Strong engagement with the plot holders proved invaluable in November, when Tower Hamlets Council undertook significant renovation works for the Farm as part of a portfolio of Local Infrastructure Fund (LIF) projects. This included the relocation of the allotments to the reinstated north-west section of the site, with the former allotments in the centre of the Farm returned to grazing. The project also saw our offices and café building completely rewired and retrofitted with energy efficiency measures, including LED lighting and heat pumps.

2023 was the end of an era on the Board of Trustees, with original member Richard Thomas KC officially stepping down in July after 11 years. However, we were very pleased to welcome new Trustee Dil-veer Kang in January 2024, a Bow local and a solicitor with law firm Allen & Overy. There were also big changes on the staff team, including the departure of Farmyard Manager Tom Goody, after 7 years in post. Tom will be greatly missed, but is succeeded by Aimee Robertson, who brings an exciting new range of experience and interests to bear on the animal strategy at the Farm.

Thanks largely to another unprecedented year for our corporate volunteering programme, we start the new financial year in a strong position. However, with our major 5-year City Bridge Trust grant having ended in 2023, new fundraising will continue to take priority in the year ahead to ensure the financial sustainability of our activities into 2025-26.

**- Clare Hawkins, Chief Executive**

### **Promoting animal welfare and ethical farming practices**

The Farm continued to promote ethical and sustainable animal farming practices, and to educate urban residents on the origins of food through high welfare animal husbandry and the sale of meat.

In January 2024, after seven years in post, Farmyard Manager Tom Goody left us for a move to Cambridgeshire. Starting at the age of just 21, Tom ably helped steer the Farm through a significant period

of change, and will be greatly missed by staff, volunteers, and visitors alike. Tom has been succeeded by Aimee Robertson, who joined us from Lambourne End Farm in January, and has already hit the ground running with the renovation of some of our animal facilities, and exciting plans to bring in new breeds of sheep and poultry.

In July, we were very grateful to receive another donation from the Worshipful Company of Wax Chandlers to support the post of Farmyard Manager. Across the year, both post holders oversaw animal care and upheld high standards, including carrying out daily animal health checks; routine health care procedures; maintaining an inventory of medicines and equipment; training and managing a range of volunteers; and managing the educational and wellbeing aspects of working with the animals.

All of our lambs, goat kids and piglets were born strong and healthy in 2023. However, sadly, both Ryland ewe Winnie and breeding sow Kat had to be euthanized due to accumulating long term health problems. Both had lived out their last couple of years without breeding, and had been well loved and cared for by the staff and volunteers. Sow Plum and boar Mars remain as our breeding pair of Berkshire pigs on the Farm.

In July, we added three Shetland geese to our poultry collection. They have been extremely popular with volunteers and visitors, although due to their propensity to bite, access into their enclosure has now been restricted to staff only.

In February, we were pleased to be awarded further funds by the Jack Petchey Foundation for our Young Farmers to replace our old rabbit housing with secure new metal cages and bespoke hutches. A substantial donation of roofing materials and labour from corporate partner Onduline subsequently allowed us to properly weatherproof the new cages, and also to renew the roofing on many of the animal shelters originally built by Crossrail in 2010.

The chickens, geese and ducks continued to enjoy their new "poultry paradise" enclosure, fully completed in summer 2023 with permanent internal fencing and gates donated and installed pro bono by construction company ISG. Paved accessible paths have now also been laid around the enclosures by a series of corporate volunteering groups, and the public have been enjoying being able to feed the poultry again for the first time since before the pandemic. Although we remained mercifully free of bird flu lockdowns across the year, lesser biosecurity regulations remain in place and are being complied with.

Our Greencare volunteering sessions continue to provide one of our key entry routes for training and best practice in animal care. Sessions run twice a week, and participants can assist with tasks including feeding, mucking out and grooming, as well as learning about careers and opportunities in animal care. Interest remains very high, with around 50 people attending regularly or semi-regularly, and a waiting list of prospective group members.

In July, following the expansion of their operation to Kenya, tech start-up Mana Biosystems finished their pilot project at the Farm breeding black soldier fly larvae for poultry feed. They leave behind an insulated metal shed and equipment which will be repurposed by our volunteers in 2024 as a mushroom lab, thanks to new funding from Kew Gardens' *Grow Wild* programme.

### **Food Growing**

In 2023-24, produce and sundry garden sales income increased slightly to £18K. Although this doesn't balance the cost of the Food Grower salaries as originally hoped, the Board have agreed that the ongoing investment in food growing on site for the benefit of the local community is in line with our charitable objectives.

Our seasonal mixed veg boxes continued to be in high demand in 2023, and the fridges donated via Collecteco the previous year have been transformative in terms of being able to harvest produce across

the week to sell on our Saturday market stall. Plant sales also remained good, with an honesty stall set up for sales throughout the week.

A new outdoor Classroom was completed by corporate groups just in time for the 2023 Food Growing Traineeships to commence in May, with the cost of materials supported by a grant from the Finnis Scott Foundation. Another ten prospective Market Gardeners completed Traineeships under the supervision of Food Grower Danielle Stennett; and in autumn, we were able to give them a celebratory graduation trip to Kew Gardens, utilising a community partner discount scheme.

In summer, we were delighted to be awarded funding from the National Lottery via the Women's Environmental Network (WEN) to employ two Sylheti-speaking Food Growers, for a period of 15 months. With our expanded growing team, we are exploring how food growing can better meet local needs, learning from and including people from local communities with their own experience of traditional farming and growing techniques. The project is engaging more people with using sustainable and ecological principles on site and at home, and supporting the development of inclusive community events centred on growing and cooking.

Sajia Nessa and Tahmina Aziz were appointed to the roles and joined us in September. They have already had a huge impact on engagement with our local Bangladeshi community, in particular the 60% of our allotment plot holders who have Sylheti as their first language. Across 2024, the planting plan they have developed with Danielle will come to fruition, with traditional Bangladeshi vegetables such as snake gourd, Kodu, and Ori available for the first time. Our learning will eventually help WEN to create a blueprint for change that can inspire others, and have a wider impact around the UK.

The Farm was also fortunate to be awarded a secondment to the Growing Team in 2024, through the John Lewis Golden Jubilee Fund. Justine Pearsall, an experienced community gardener who works two days a week at John Lewis, is being paid through the fund to complete her usual contracted John Lewis working hours as a Grower at the Farm for six months. Along with the WEN funded positions, this has temporarily expanded our Growing team to 2.8 FTE, and we are excited to use this opportunity to explore where a break-even point might be between staffing capacity and produce sales.

2023 was a milestone year for the allotments, with the relocation of all 64 plots to the westerly section of the Farm (reinstated by Crossrail in 2019). The allotments are let to Tower Hamlets residents at the nominal rate of £40 per annum, and are hugely popular and well-used; some plot holders have been with us for over 40 years. The relocation project was funded and delivered by Tower Hamlets Council using Local Infrastructure Funding (LIF), and included the complete clearance of the old, disintegrating allotment beds, and the construction of new plots with a lifespan of 25 years in the new location. Sajia and Tahmina proved invaluable in helping to manage a delicate consultation process with the plot holders, with good communication making it a smooth and positive transition. The plot holders have all been really pleased with the investment made in their new space, which also includes new lockers, and sturdy growing frames to replace the ad hoc structures which had accumulated on the former site.

The relocation of the plots leaves us with a large central field in the Farm which will be returned to animal grazing. For visitors, this will give better access to view the animals, and from an animal management perspective, it will be easier to herd the sheep to and from the barn than when they were being grazed on the far north westerly field. Farmyard Manager Aimee has been planning the layout of the new field, and hundreds of corporate volunteers have helped to sift the earth to remove debris and weeds, ready for re-seeding.

Many people have been asking us about the availability of the new allotments. Unfortunately, we only had the space to fit in the existing plot holders, and there remains a huge demand for growing space in the local area. Our waiting list stands at 23 years, and has been closed since 2019. But to widen opportunities for participation, 12 growing beds remain allocated to community organisations whose service users can access them for therapeutic community growing projects.

Our Community Programmes Manager, Susy Langsdale, works closely with the groups, providing bespoke support and workshops where required. Susy succeeded Nicki Carter in the role in October, after Nicki left us for a move to Folkestone. Susy has an impressive background in both the therapeutic and horticultural sectors, and has quickly settled into managing the existing projects and greencare volunteers. She is also strengthening links holistically across the food growing activities by working with our Sylheti speaking Food Growers to extend the reach of our communities programming to more Bangladeshi groups, helping to organise bi-lingual workshops on topics such as composting.

Currently the community beds are occupied by:

- Apasen (supports adults with learning disabilities)
- Bromley-By-Bow Patients (patients with chronic conditions, organised through social prescription)
- Create Day Centre (day centre for adults with learning disabilities)
- The Geezers (social group for older isolated men)
- Home Ed Farmers (local homeschooling community)
- John Howard Centre (specialist forensic psychiatric services)
- Limehouse Project (welfare support)
- Ocean Women (supporting women from the Ocean Estate)
- Praxis (supporting migrants and refugees)
- Stepney Community Trust (community self-help actions, housing and welfare)
- Stitches in Time (supporting ESOL women through sewing and creative activities)

In 2023, two more events were organised to bring together the community groups: an Eid celebration, co-organised with the Ocean Women's group; and a winter fair, supported by a grant from John Lewis. Both events were attended by 80-100 people, and included activities such as seed swapping, crafts, and cooking.

Ecological and permaculture practices continued to be adhered to across all growing activities on the Farm, with no machinery, artificial fertilisers or pesticides used in our growing activities.

### **Youth, Education and Outreach**

2023-24 was the second year of our three-year Schools and Youth programming grant from the Ernest Cook Trust. Match funding continued to be provided by the Ratcliff Educational Foundation and CMS. For the third and final year in 2024-25, we have secured new match funding from Allen & Overy, and Latimer by Clarion. An unrestricted donation from the Atkin Foundation will also be put toward our Sunday Young Farmers programme.

Schools Programme Manager Rosie Mercer continued to deliver our curriculum-linked Schools programme for key stages 1-4 four days a week; while Youth Programme Manager Martin Osman delivered our complex extra-curricular Youth offer - a range of tailored volunteering and work experience opportunities for groups of 12-17-year-olds (up to 26 for Special Education Needs - SEN - groups), who are usually not in mainstream education for a variety of reasons (including SEN groups, young offenders, and those with emotional or mental health difficulties). In November, Martin stepped back to two days a week due to other commitments, and is now job-sharing with new staff member Georgia Jones. Georgia is a qualified youth worker and Stepney local, with long standing connections to the Farm, and joined us in July to replace Skippy Herron as the Sunday Young Farmers Lead. With Georgia and Martin both now working two days a week, we have a good cross-over of staff between the week and weekend, and with Skippy remaining as a volunteer and casual worker on the Farm, we have improved flexibility for weekend cover.

At the end of 2023, Youth Work Assistant Stephanie Warby left her position supporting the Sunday sessions for a move to Cambridgeshire with her partner, Farmyard Manager Tom. Steph has been replaced by Lois Donegal. Lois has a background in environmental conservation and ecology, and has been working in youth-focused roles for the past three years with the London Wildlife Trust, and The Young Trustees Movement.

With demand remaining high across the year, both the Schools and Youth programmes ran at full capacity. 4,131 children from 49 different primary schools visited across the year to take part in workshops and Farm tours, including:

Plants, Food Growing & Gardening

- Farm to Fork: Food Systems
- Use it Again! Waste & Recycling
- Habitats: Homes for Plants & Animals
- Introduction to Farm Animals
- Lifecycle of a Chicken
- Animal Teeth & Feed

And longer-term engagement programmes including:

- Egg incubation and hatching
- Nursery packages
- After school gardening clubs
- After school animal care clubs
- Local Special Educational Needs and Disabilities (SEND) school partnerships
- Family holiday clubs and other family volunteering opportunities

Youth service provider partnerships and projects in 2023-24 included:

- JFK special needs school: monthly sessions for 12 students, ages 14–18 years old, all students are SEN;
- Know Your Onions / School Food Matters: groups ages 12–13 for students on free school meals, pupil premium, EAL and SEND;
- School21 – 10 sessions for 7 EAL students;
- Switch - work experience partnership: 29 sessions with 8 students per session;
- Tower Hamlets Youth Justice Service: young offenders completing reparations at the Farm based on hours set by court – 10 young people completing 150 hours in total;
- Tower Hamlets Home School network – 9 sessions for a group of 4 home-schooled students;
- Young Farmers: long running regular group open to individuals, prioritising those from the most vulnerable backgrounds - every Sunday 2 groups totalling 18 local young people.

The Farm has a range of excellent educational facilities, including a bespoke classroom, an outdoor covered deck, an award-winning Children's Garden, and an expansive wildlife pond with a dipping platform - giving school groups the opportunity to learn through hands-on farming and environmental projects. This year, thanks again to support from corporate volunteering groups, a 3m x 3m wooden gazebo was added to the pond dipping platform, providing shelter for groups from the sun and rain, and also a bit of shade for the pond to reduce algae bloom.

Many of the children who use the Farm have no other connection to rural life, and daily our programmes introduce children and young people to the Farm who have little or no connection to the origins of food, or any access to a garden or contact with animals. Our Youth programming offers alternative routes for young people suffering from deprivation and few life choices, who may be vulnerable to falling into crime and antisocial behaviour. Additionally, the hands-on nature of the activities helps to physically maintain the site, improving the local environment for all to enjoy.

The Farm is also an important hub for the physical and mental health of our local community. Our Greencare Volunteering for adults with mixed abilities (overseen by Communities Programme Manager Susy) - including those with higher level support needs - and our community growing beds project, continue to be very much in demand. Opportunities for additional therapeutic activities for the greencare group continued, including drawing classes and meditation. In spring, participants were really excited to be able to renovate an old chicken shed to create the "Zen Den" - a bespoke place for herbal tea making. In

August, the group were also able to take advantage of the community partner scheme with Kew Gardens to organise a group trip there, and returned buzzing with ideas for the sensory garden which they have been working on in the former poultry area.

Across the year, the role of Communities Programme Manager was supported by grants from the Canary Wharf Group, CMS, and the Ocean Regeneration Trust; a donation from wound-down charity Get Growing; and the final instalment of our 3.5 year Tower Hamlets Local Community Fund grant. In 2024-25, we have secured a donation from L&Q for the continuation of the programme, but will need to prioritise fundraising in the year ahead to maintain this important strand of our activity.

### **Cafe**

May 2023 marked three years since the opening of The Allotment Kitchen in our café space, run by Betty Gilbert and Lucy Cuthbert. The business has garnered a strong local following, and the delicious seasonal menu - changing daily, and using top quality suppliers alongside Farm grown ingredients – continues to receive excellent ratings and reviews. Initially a haven for locals working from home during the pandemic, the café now attracts customers from the wider London area, and is proving an asset to the site in terms of the Farm's general attendance and reputation. In May, Betty went on maternity leave, and the Café was ably managed by Lucy alongside some now well-established permanent team members.

### **Onsite Studios**

Since 2013, the Farm has supported and promoted a range of rural arts and crafts through the provision of three affordable workshop spaces in a bespoke studio building. Across 2023-24, the workshops were occupied by a pottery run by Jess Jos Ceramics; a painting studio run by artist Georgie Mason, who incorporates natural materials found on the Farm into her practice; and the Greenwood Guild, a traditional green woodworking enterprise run by Tim Sanderson.

Jess's now-famous pot sales continued to draw crowds, with queues around the site for each event.

Resident artists provide courses and workshops for participants of all levels of experience and ability, and the rental of the spaces provides an essential unrestricted income stream for the charity.

### **Site Management, Access and Visitor Experience**

Thanks to generous public donations and the support of our funders, the Farm remains free and accessible for all visitors to enjoy six days a week, as a community hub; a unique educational resource; and a leisure opportunity in the urban heart of Tower Hamlets.

Across the year we continued to develop the area of land returned to us by Crossrail in late 2019, and were able to make further improvements and carry out regular maintenance to existing facilities thanks largely to the unprecedented uptake for our corporate volunteering programme. Since the pandemic, corporate engagement has grown year on year, and in 2023-24, a record 3,336 volunteers across 190 sessions helped us to care for the animals, carry out gardening tasks, maintain the site, and undertake improvement projects which would otherwise not have been practically or financially viable.

Some of the tasks undertaken by corporate groups across the year included the building of our new outdoor classroom - completed by six consecutive groups, from the groundwork and paving through to installing the roofing and building the furniture. Three permanent wooden gazebos were also built for the studio tenants to replace their fabric gazebos, which would often be damaged by adverse weather. In March, JP Morgan purchased and built two more wooden gazebos to celebrate 10 years of volunteering on the Farm - one as a shelter for the plot holders on our new allotment site, and one as a permanent Saturday market stall. The new poultry area was finished with paved paths for public access, and some beautiful benches and sun loungers donated by the Canary Wharf Group were installed around the site for visitors to rest, relax, and observe the animals.

In summer, a third year of funding from Ocean Regeneration Trust was awarded for our Saturday Open Volunteering sessions, implemented in 2021. These events run twice each month and meet the popular demand for individuals to learn more about the Farm as one-off drop in volunteers. This has helped us to stay on top of the waiting list for volunteering opportunities, as participants can decide after these taster sessions whether they would like to make a more long-term commitment to one of our regular programmes. Recent feedback for the Saturday sessions has included: "I learnt more about the Farm, and felt a real sense of community." When asked to summarise the day in 3 words, responses have included: "cathartic, fun, rewarding"; "fantastic, educational, therapeutic", "cheerful, community, nature" and "fresh, enlightening, fun". When asked "What did you get out of the day?" one volunteer replied, "Happiness."

Two free accessibility and inclusion training sessions were delivered for staff and volunteers in July and August: Disability Justice Training with Quiplash, and Supporting Individuals with Sight Loss with the Guide Dogs charity. Both sessions were well attended, with positive feedback.

In December, we were really proud to see the site awarded three prizes at the Tower Hamlets in Bloom awards: Best Community Growing Site; Special Contribution to Britain in Bloom & London in Bloom campaigns; and a Special Recognition Award.

Saturday continued to be our busiest day of the week for general visitors. Our two Saturday front of house positions remained financially sustainable, and across the year our Saturday produce stall went from strength to strength, as the growing team worked to optimise yield and sales. Our Saturday Farmer's Market managed by CCFM maintained an average of 8 stalls a week, providing the opportunity for our urban community to buy directly from farmers and independent producers on their doorstep.

During the week, visitors can help themselves in our 'self-service' honesty shop, where produce, animal food, eggs and compost are available to buy.

Across the year, the solar panels installed in 2022 saved us a huge 16,579 Kwh on our average electricity consumption – a cost saving of nearly £5,000, a quarter of our previous annual usage. We've been delighted to see this result; it represents a significant reduction in our carbon footprint, and will also have a positive impact on the future financial sustainability of the Farm.

The cost of energy has remained high on the agenda, and we were very grateful to be awarded further funding through the council's Community Carbon Reduction Fund in 2023 to replace the flimsy and draughty main door to our office with a sealed aluminium and double glazed door. This was timed perfectly with a major refurbishment of the office and café building, funded and delivered by Tower Hamlets Council as part of the LIF project which also included the relocation of the allotments. The refurbishment revolved around energy efficiency and essential upgrades to electrical infrastructure, and included the installation of heat pumps, and the complete rewiring of the building. For the first time in 45 years, staff and volunteers were warm and cosy for the winter, without the use of blow heaters or wood burning stoves. In summer, the often unbearable heat of the office and café will also be offset by the air con function of the heat pumps.

In November, we finally decided that it was time to retire the Farm's diesel powered transit van, with the opportunity for a scrappage grant through the ULEZ scheme. With the expansion of the ULEZ zone, we faced a daily charge for leaving the site, and it had become increasingly inefficient to keep up with the costs of maintenance and insurance for the van's very limited use. Our application was successful and the van was scrapped. While in the immediate future we will pool resources with other farms for the essential transport of animals, we hope at some point to raise funds for a new electric van.

Unfortunately, three burglaries (two to the Café in November, and one to the office in February) caused some disruption to operations, resulting in the need for upgraded security. Thankfully, the Farm's insurer

agreed to replace the damaged wooden café door with a more secure double glazed door, and the installation of security cameras at least resulted in some footage of the third burglary, which we were able to circulate on social media. While not resulting in a positive identification, we hope that this might be a deterrent to future perpetrators.

### **Hires and public events**

Our annual programme of public events started as usual with our sheep shearing event on 18 May. Farmer Tom Davis from Mudchute Farm carried out shearing demonstrations accompanied by educational talks, enjoyed by visitors and volunteers.

In 2023-24, we were really delighted to see the litter picking events initiated in 2022 with CleanUp UK and the WaSh (Wapping and Shadwell) Wombles continue to go from strength to strength. Every first Saturday of the month, the public are invited to borrow litter picking equipment from the Farm, and are supervised by regular trained volunteers to take action to clean up the local area. The group is now known as the Stepney Wombles, and continues to run with the support of local councillors and public realm officials. To date, an average of 21 volunteers per session have collected over 1,500 sacks of rubbish from the streets of Stepney, improving our local environment and educating others about the problem of littering. In January, the group undertook a special mission to remove some of the rubbish left behind in the former allotment field so that we could begin the process of returning it to pasture. Some noteworthy treasures pulled from the earth included wellies, a giant plush sunflower, and a deer skull (now added to our cabinet of curiosities in the Classroom).

Across the year, local Bengali women's group Ocean Women's Association continued to run their regular coffee mornings at the Farm, having been awarded 5-year funding from the National Lottery. On 12 July, they also teamed up with the Farm and other groups involved in our Communities Programme to deliver an amazing Eid event for over 80 people. Groups were able to meet and mingle, enjoy catering from Deshi Shad, swap plants, and buy homemade jewellery and crafts.

Across the last week of July, Artist Katja Rosenberg set up on site to work with the public and community groups to create a giant "bottle top mosaic" map of the Farm. Katja first got in touch looking for a permanent location for her bottle top mosaic map of Tower Hamlets, which has subsequently been installed at the neighbouring Yurt Café. We loved the idea, and asked whether she would be interested in a commission to create one especially for the Farm, in collaboration with our local community. In the preceding months, visitors donated thousands of coloured plastic bottle tops, and Katja worked with us to come up with the 4m X 5m design. After careful planning, we were then able to invite people to drop in to help screw on thousands of bottle tops to create the map. The finished piece has been installed in a prominent location in the main yard; it has proven a popular talking point for visitors, and creates an impactful visual comment on plastic waste.

In October, Riverside Cares' Teenie Halloweenie event returned to the Farm for the first time since the pandemic. Across the morning, around 60 children came along in spooky costumes to take part in free Halloween craft activities, set to a themed soundtrack. In the same month, regular volunteer and freelance education practitioner Mathilde Hansen successfully applied to the Arts Council for funding to run children's craft sessions at the Farm, and delivered these during the autumn half term holidays. Families booked in throughout the week to build "pinecone people", using different natural materials to create their own bespoke characters and settings.

CCFM ran our biggest event of the year, the annual Christmas Market, on 9 December. This event has become a popular local fixture, and around 3,000 people turned out across the day to browse and buy local crafts, seasonal produce, and delicious street food from 35 stall holders. London City Brass returned for a third year to play seasonal tunes, and Mathilde repeated her popular "pinecone people" workshop as a festive drop-in activity for children and parents.

On 10 December, the Salvation Army performed their annual interactive nativity on the Farm, drawing around 50 families to join in with carols and dressing up. Donkeys George and Dunstan played a starring role in the pilgrimage around the Farm, and in March, they made their annual off-site foray in the Palm Sunday parade with our neighbours at St Dunstan & All Saints Church.

December also saw our inaugural community Winter Fair, sponsored by John Lewis, and providing delicious warming food from the Allotment Kitchen to around 100 of our allotment holders, greencare volunteers, and community group members. Fun seasonal activities were also available, including wreath-making.

In February, Friends of Limehouse took over the Classroom for the half term holidays for an exhibition of local children's art, highlighting the issue of air pollution. The exhibition was accompanied by a free event on 15 February for local people to drop in and chat with the Breath London team, finding out how to get involved with grassroots action and to take a stand against air pollution in Tower Hamlets.

On weekends, our Classroom and Garden Deck continued to be available for hire, and across the year we welcomed 53 families for memorable children's birthday parties at the Farm. Two long-running weekly baby music classes also continued to be offered by The Rhythm Tree (formerly Moo Music) and the Frog Prince; these popular sessions are run in the Classroom on a venue hire basis, and have a large following - providing welcome social connections for new parents, and fun developmental activities for toddlers.

The Farm also hosted occasional television and photo shoots. Fees contributed to the core costs of running the charity.

#### **Reviews across 2023-24**

*"We all had a lovely day there.. highly recommended.. all ages will love it"* – Julie Leatherdale

*"I was lucky to have a chance to volunteer at Stepney Farm last year, this is an amazing place with amazing people. I really enjoyed the lunch at their cafe too. But the highlight of my visit was baby goats, OMG they literally stole my heart!!"* – M.A. L.

*"Really gentle animals, safe environment"* – Isha Kamara

*"Very nicely setup farm. Ideal location. Super friendly staff. A calm and quiet environment to spend an evening, especially if you've got kids."* – Nihal Ahammed

*"I was part of a group of around 40 people from the company that I work for, that used one of our 2 charity days that we get in addition to our annual holiday to volunteer at the farm. This is a lovely free to visit farm that has been available to the community of Stepney for over 30 years. They have a variety of animals that you can see and they also give plots to community groups to grow their own food on. We spent the day moving rubbish into a huge tip that they had delivered that morning and while it was heavy work, all of us pulled together to get it filled before it was collected early in the afternoon. Well worth a visit if you're in the area, as the people that work and volunteer there are all lovely."* – Andy Forbes

*"Such a cool place to take your kids on a week days or a weekend"* - Elvira Sicignano

*"Lovely afternoon out with the kids. Great cafe. Very clean facilities. Well looked after animals."* - Morgan Halle

*"I bought my baby here today with my mum and we really enjoyed it! Healthy happy animals full of character and actually a very pretty and nice place to visit for an hour or 2 ... really impressed this is bang in the middle of east London... will defo come back when baby is a little older... thank you!!"* – Nicola Grech

*"Came here with my boyfriend for a whittling workshop and then for some lunch in the cafe afterwards -*

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*lovely farm, really tranquil and relaxed spot, the food was absolutely delicious in a really nice covered outdoor area. Workshop was also really great and expertly run by Tim :) will be back to have a better look at the animals!" – Alice R*

*"Great local farm. We love the cafe and the Saturday Farmers market has high quality products. It is also a great place for children birthday party!" – Chiara Dona*

*"Quite a relaxing farm environment amongst the hustle and bustle of London - where you can feed the animals, and not far from Stepney station. The café is lovely too and does good breakfast. This is a great place to unwind." - Al Viktorovich*

*"Sheeps in London.....amazing" - Váradi Eszter*

*"The best of the city farms and a great cafe too" – Mark Hindle*

*"What a wonderful brunch! Best meal we've had in London. And the food just tastes better when you get to watch goats. Loved it and so glad we found it" – Lex Pelger*

*"Love this place a piece of heaven in east London – go every Saturday" - Thomas Joyce*

## **Structure, Governance and Management**

### **Governing Document**

Stepney City Farm was incorporated on 23 March 2009 as a Company Limited by Guarantee without a Share Capital. The Company was then registered as a charity on 10 June 2010. The Company was established under a Memorandum of Association that defined its objects and powers. It is governed by its Articles of Association, the current version of which was adopted on 20 May 2020.

### **Directors**

The Directors who held office during the year, unless otherwise indicated, are set out on page 3. As the Company is limited by guarantee and has no issued share capital, none of the Directors hold any beneficial interest in the charitable Company.

### **Recruitment and Appointment of Directors**

Directors are usually recruited from residents or persons working within the London Borough of Tower Hamlets. They are expected to take a specific interest in an area of the Farm's activities and/ or to have relevant professional expertise.

In accordance with the Articles of Association of the Company, a third of the Directors, those who are the longest serving, are required to retire from office at every third Annual General Meeting (AGM) but, if eligible, may offer themselves for re-election.

### **Induction and Training of Directors**

The charity has produced an induction pack for all new Directors, which will include the latest annual report and accounts, a summary of current policies, the memorandum and articles, operational plans and financial forecasts. They are given opportunities to meet other Directors and senior staff to provide insight into the management and operations of the charity. Training is mainly provided through briefing sessions at Board meetings as issues arise; for example, over updated legal and regulatory requirements. There are also opportunities offered for further training from external providers over the year.

### **Organisational Structure**

The Directors operate through a Board comprising themselves and, with no voting rights, the Farm Director and external advisers. The Board is responsible for the overall governance of the charity and guiding its strategic direction. It meets every other month.

The Chief Executive has overall responsibility for Farm operations and delivering organisational strategy, and has the power to delegate spending authority to individual budget holders on the staff faculty, who report to the Chief Executive monthly. Induction processes are in place for all Farm workers including staff, volunteers in all volunteer streams and work experience students. There is a permanently contracted member of staff for every day of the week responsible for overseeing animal care, site operations, health and safety (morning and evening site check, first aid, hygiene) and security on their given day(s).

### **Risk Review**

The Board has reviewed the principal areas of the organisation's operations and considered the major risks that may arise in each of these areas. In the opinion of the Directors, the charity has established resources and reviews that, under normal conditions, should allow the risks identified by them to be mitigated to an acceptable level in its day-to-day operations.

## Financial Review

### Results for the year

The results of the year and financial position of the Company are shown in the accompanying Financial Statements.

The Statement of Financial Activities shows a net deficit for the year of £18,331 (net surplus of £15,301 in 2022/23). This deficit is due to the planned spend-down of £36,717 from the Designated Site Fund, and the spend-down of restricted funds carried forward from the previous year.

Total unrestricted incoming resources were £330,175 (£276,427 in 2022/23) and total restricted incoming resources were £97,004 (£173,065 in 2022-23). This was raised from a combination of sales, corporate volunteering days, donations and grant funding. Total resources expended from unrestricted funds were £283,607 (£245,263 in 2022/23) and total resources expended from restricted funds were £125,187 (£143,400 in 2022/23). Total resources expended from designated funds were £36,717 (£45,257 in 2022-23).

### Donations in Kind

The Farm has received some donations of goods and services: most notably in 2023/24, several tonnes of woodchip and logs from various arborists; 12 large sun loungers and benches from the Canary Wharf Group; metal gates and fences donated and installed in the poultry area by construction company ISG; 8 metal lockers donated via Event Cycle; and 212 sheets of corrugated roofing and accompanying fixtures and fittings donated by Onduline. In addition, Tower Hamlets Council undertook the rewiring and installation of energy efficiency measures in our office and café building, and the rebuilding of our allotment plots as part of a wider portfolio of Local Infrastructure Funded projects.

The donations in kind have not been valued in the accounts because the charity wouldn't have bought them if they hadn't been donated.

### Grants and Donations

Thank you to the trusts and foundations which have supported Stepney City Farm in 2022-23:

A+E Educational Foundation  
 Atkin Charitable Foundation  
 Canary Wharf Group  
 City Bridge Trust  
 CMS  
 Ernest Cook Trust  
 Fan Makers' Company  
 Finnis Scott Foundation  
 Get Growing  
 Jack Petchey Foundation

John Lewis  
 London Borough of Tower Hamlets (The Local Community Fund and the Community Carbon Reduction Fund)  
 Ocean Regeneration Trust  
 Ratcliff Educational Foundation  
 St Dunstan & All Saints  
 Worshipful Company of Parish Clerks  
 Worshipful Company of Wax Chandlers  
 Women's Environmental Network

Thank you to the companies who supported the Farm through our Corporate Volunteering programme:

Accenture
Accenture Security
Allied World Assurance Company (Europe) dac
Amazon
Ambiente Group UK

Arch RE
Aspen
Avencia Consulting
AXA XL Re
BAM Construct UK Ltd

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Barclays
Bazaarvoice
BearingPoint
BeatCapital (Lloyds)
Blackbaud
BlackRock
BP
Brown-Forman
Budweiser Brewing Group
Canadian Imperial Bank of Commerce
Canary Wharf Group
Capital Group Companies Global
CBRE Ltd
CFC Underwriting Limited
Checkout Ltd
Chubb
Citi
City Bridge Trust
Clarion Housing Group
CMS
Credit Suisse
CSC Global
Deckers
Department of Business and Trade
Deutsche Bank
Digital Theatre
Dufrain
Enro Holdings Limited (Superscript)
EPFR
Ernst & Young LLP
Everest Insurance
Fitch Ratings
FOS
Freshfields Service Company
Gain Theory
Ginger May
Google
Ground Transportation Systems UK Limited
HBD
HSBC
Icertis
IDEXX Laboratories Limited
Ipsos

ISG Fitout London
ISG Retail
ITV Plc
Jeffries
JMW Solicitors
JP Morgan
Knight Frank
KPMG
Latham & Watkins (London) LLP
LexisNexis Risk Solutions
LexisNexis Risk Solutions Group
Liberty
Linklaters
Lloyd's
Lockton
Mace
Man Group
Mapletree
Markel
Marsh
Mastercard
Mentor IMC Group Limited
Menzies LLP
Mimecast
MorningStar
Multiservices Kent Limited
Nest Corporation
Norton Rose Fulbright
Orange Cyberdefense
Orchard Street
Oxford Economics
Pacific Life Re
Plural Strategy Group Ltd
Publicis Sapien
Qualtrics
Reward Gateway
RSM UK
RSM UK Management Limited
Savills
Sky
Societe Generale
Softcat plc
Solution Junkies

Standard Chartered
Starling Bank
Sumitomo Mitsui Trust Bank
T. Rowe Price
Tapestry
The Addressable Platform Limited
Thought Machine
Tideway

TodayTix Group
Tokio Marine
UBS
UTA
Verco Global
Visa
Workiva
WTW

There were also many anonymous donations from individual visitors for which we are extremely grateful. Thank you to everyone who dropped a pound in the donations box; used the contactless donation machines; or contributed by text or online via Paypal, Easy Fundraising, Just Giving or My Donate; attended yoga sessions; held a children’s party or venue hire at the Farm; or bought Farm produce.

All at Stepney City Farm are very grateful for all donations and grants received and we thank our funders for their support.

**Investments**

The Farm does not currently hold any investments.

**Reserves and Funds**

Free reserves are the balance of resources under the Company’s Funds to spend at the Chief Executive’s discretion, with the oversight of the Board of Trustees, in furtherance of the Company’s charitable objects, once the stated value of fixed assets and any other amounts already committed have been deducted. The free reserves at 31 March 2024 were £190,534 (£180,596 at 31 March 2023).

The free reserves total has increased across 2023-24 despite the planned spend-down of the Designated Site Fund. The general reserve (cash) has also increased from £151,261, to £174,823. This has been achieved primarily from an unprecedented level of corporate support across the year.

Around £20,000 will be used in 2024 to cover the essential replacement of aging animal fencing; however, Trustees do not consider it wise to otherwise spend down excess reserves at this time, in light of the ongoing economic crisis. The unpredictability of the cost of energy, materials, and the possible need to be able to offer further cost of living increases for staff have all been taken into account in this decision. It has also been factored in that our major core grant from City Bridge Trust (circa £48K p/a for 5 years) ended in July 2023. The situation will be assessed again at the end of 2024-25.

A review of the adequacy of these reserves is made annually, normally at budget approval, and at any other times the Directors consider prudent.

**Financial sustainability**

The Directors consider the organisation to be sustainable for the following reasons:

All staff roles for 2024-25 either have funding in place, or can be reasonably expected to be fully funded via other income streams or funding applications;

The policy of including a contribution to overheads in each funding application has ensured that essential utilities and other premises costs are covered.

## Plans for Future Periods

Our vision for the future is refined across three key areas:

- *The Farm as a beacon of rural and environmental education in Tower Hamlets, with a particular focus on food systems and encouraging sustainable living practices.*
- *The Farm as the heart of our diverse local community; an inclusive space offering 'something for everyone', connecting people through farming.*
- *The Farm as a centre of support for healthy living in Tower Hamlets; including the promotion of healthy eating, good physical health, and good mental health.*

In 2024-25, in line with the Board's strategic objectives, we will continue to prioritise the ongoing expansion and development of our communities programming and engagement; to focus on core fundraising to replace the 5 year City Bridge Trust grant; and to continue the ongoing maintenance and improvement of the Farm site.

## Statement of Directors' Responsibilities

The Directors are responsible for preparing the Annual Report and the Financial Statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare Financial Statements for each financial year. Under that law the Directors have elected to prepare the Financial Statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The Financial Statements are required by law to give a true and fair view of the state of affairs of the Company and of the incoming resources and application of resources, including income and expenditure, for that year. In preparing those Financial Statements the Directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the Financial Statements.
- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the Company will continue to operate.

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Company and to enable them to ensure that the Financial Statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for prevention and detection of fraud and other irregularities.

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**Audit Exemption**

The Directors have decided to take advantage of the audit exemption provisions of the Companies Act 2006. Under the provisions of section 145 of the Charities Act 2011, Catherine Sullivan has been appointed as Independent Examiner. Her report is shown on page 21

This Report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (the FRS102) (effective 1 January 2015), and in accordance with the special provisions of section 415A of the Companies Act 2006 relating to small companies.

Approved by the Directors on the following date and signed on their behalf by:

 ..... Date: 4/12/24

Alice Thornton, Chair

## Independent examiner's report on the accounts

**Report to the trustees of Stepney City Farm (Charity number: 1136448), on accounts for the year ended 31 March 2024.**

### Responsibilities and basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 March 2024, as set out on pages 22-28

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

### Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants of England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: 

Date: 6/12/24

Catherine Sullivan FCA, DipCHA

Beresford Marney Limited, 5 Marneys Close, Epsom, Kt18 7HR

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**Statement of Financial Activities**  
For the year ended 31 March 2024

	Note	Unrestricted Funds	Restricted Funds	Designated Funds	Total Funds 2024	Total Funds 2023
		£			£	£
<b>INCOMING RESOURCES</b>						
<b>Incoming resources from generated funds</b>						
Voluntary Income	2	145,617	92,674	0	238,292	292,879
Investment Income – bank interest		1,969	0	0	1,969	745
<b>Total Incoming Resources from generated funds</b>		<b>147,586</b>	<b>92,674</b>	<b>0</b>	<b>240,261</b>	<b>293,624</b>
<b>Incoming resources from charitable activities</b>	3	<b>182,589</b>	4,330		<b>186,919</b>	<b>155,868</b>
<b>Total Incoming Resources</b>		<b>330,175</b>	<b>97,004</b>	<b>0</b>	<b>427,180</b>	<b>449,492</b>
<b>RESOURCES EXPENDED</b>						
<b>Charitable activities:</b>						
<b>Fundraising Costs</b>	4	(272,178)	(125,187)	(36,717)	(434,082)	(423,368)
Total resources expended	5	(11,429)	0	0	(11,429)	(10,823)
		<b>(283,607)</b>	<b>(125,187)</b>	<b>(36,717)</b>	<b>(445,511)</b>	<b>(434,191)</b>
<b>NET INCOME FOR THE YEAR</b>		<b>46,568</b>	<b>(28,183)</b>	<b>(36,717)</b>	<b>(18,331)</b>	<b>15,301</b>
Transfer Funds		(23,006)	(87)	23,093	0	
<b>RECONCILIATION OF FUNDS</b>						
Total funds brought forward		151,261	81,169	29,335	261,764	246,463
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>174,823</b>	<b>52,898</b>	<b>15,711</b>	<b>243,432</b>	<b>261,764</b>

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared. All of the above amounts relate to continuing activities.

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Balance Sheet as at 31 March 2024	Note	2024	2024	Total Funds 2023
		£	£	£
<b>FIXED ASSETS</b>				
Tangible assets	9		15,119	19,948
<b>CURRENT ASSETS</b>				
Debtors	10	17,859		15,519
Cash at bank and in hand		227,383		245,887
		245,243		261,407
<b>CREDITORS: Amounts falling due within one year</b>	11	(16,930)		(19,591)
<b>NET CURRENT ASSETS</b>			228,313	241,816
<b>NET ASSETS</b>	13		243,432	<b>261,764</b>
<b>RESERVES</b>	12			
Unrestricted funds:				
	General reserve	174,823		151,261
	Designated Fund Depn	15,119		19,948
	Designated Site Fund	592		9,387
			<b>190,534</b>	180,596
Restricted Funds			52,898	81,168
<b>TOTAL FUNDS</b>			<b>243,432</b>	<b>261,764</b>

The Directors are satisfied that the Company is entitled to exemption from the provisions of the Companies Act 2006 relating to the audit of the accounts for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Companies Act 2006. However, in accordance with section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report appears on page 21.

The Directors acknowledge their responsibilities for:

- (i) ensuring that the Company keeps proper accounting records which comply with section 386 of the Companies Act 2006, and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the Company as at the end of the financial year and of its surplus or deficit for the financial year in accordance with the requirements of section 396, and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the Company.

These Financial Statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the Directors on the following date and signed on their behalf by:



EA\_GALE

2 December 2024

Treasurer

## 1 Accounting Policies

1.1 THE BASIS OF ACCOUNTING The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value, unless otherwise stated in the notes to these accounts.

These Financial Statements have been prepared in accordance with the Statement of recommended practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Charities Act 2011.

The financial statements are prepared in sterling which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

## 1.2 RECOGNITION OF INCOME

All income is recognised on receipt of income. Donations and grants are recognised on settlement date. In the event that a donation or grant is subject to conditions that require a level of performance before the charity is entitled to draw down on the grant, then that part of the funds will not be recognised until those conditions are fully met

There is no interest on funds, as no funds are currently held on deposit

## 1.3 EXPENDITURE

Expenditure is recognised on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. Cost in respect of future activities are charged when the relevant activity takes place. Governance costs compare all cost involving the public accountability of the charity and its compliance with regulations and good practice.

## 1.4 FIXED ASSETS

Only assets with a purchase of at least f500 are capitalised. There are no assets of that value in the charity

## 1.5 TAXATION

No tax provision is include in the financial statements as it's a registered charity and entitled to exception from tax under Section 505 of the income and Corporation Taxes Act 1988.

## 1.6 FUND ACCOUNTING

The charity has restricted funds, where the donor has specified that the monies can only be used on specific projects in future. All other funds are unrestricted.

## 1.7 PENSION COSTS

The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the statement of financial activities.

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1.8 GOING CONCERN

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.9 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the Charlty's accounting policies the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

2. INCOMING RESOURCES FROM GENERATED FUNDS – VOLUNTARY INCOME

	Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Total Funds 2023
	£	£	£	£
Ernest Cook Trust		15,000	15,000	15,000
Ratcliff Trust		0	0	20,874
Farm Education		0	0	956
City Bridge Trust		0	0	49,400
L&Q Communities		5,000	5,000	0
Ocean Regeneration		5,000	5,000	5,000
Just FACT (WEN)		39,550	39,550	0
Tides		0	0	17,626
John Lewis Community Christmas		1,445	1,445	0
Jack Petchey		3,900	3,900	1,100
Finnis Scott Foundation		1,000	1,000	0
Tower Hamlets Local Community		3,839	3,839	9,528
Canary Wharf Group		0	0	5,000
CMS		2,000	2,000	5,000
Atkin		5,000	5,000	0
Get Growing		0	0	8,078
Power to Change - Energy Costs		0	0	10,000
Tower Hamlets Carbon Reduction - Solar Panels		0	0	22,094
<b>Totals</b>	<b>0</b>	<b>81,734</b>	<b>81,734</b>	<b>169,656</b>
Donations from individuals	35,326	0	35,326	19,244
Donations from organisations	108,951	10,940	119,891	103,374
Insurance claims	1,341		1,341	605
	<b>145,617</b>	<b>10,940</b>	<b>156,557</b>	<b>123,223</b>
<b>Total Voluntary Income</b>	<b>145,617</b>	<b>92,674</b>	<b>238,292</b>	<b>292,879</b>

STEPNEY CITY FARM  
COMPANY LIMITED BY GUARANTEE 06855753  
ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

**3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES – OPERATION OF FARM**

Total Funds	2024		2024	2023
	Unrestricted	Restricted	Total Funds	
Animal activities	1,186		1,186	904
Corporate Volunteering	81,238		81,238	63,441
Courses and Workshops	110	4,330	4,440	3,989
Misc	13,961		13,961	4,329
Hire of space	68,473		68,473	66,755
Sale of Farm Produce	17,621		17,621	16,449
	<b>182,589</b>	<b>4,330</b>	<b>186,919</b>	<b>155,868</b>

**4. RESOURCES EXPENDED – CHARITABLE ACTIVITIES**

	Unrestricted	Restricted	Designated	Total Funds	Total Funds
	£	£		2024	2023
Animals	21,621			21,621	16,923
Corporate	36,048			36,048	28,354
Gardening	44,688			44,688	41,695
Governance	800			800	800
Depreciation	0		13,209	13,209	11,114
Fundraising	11,429	0	0	11,429	10,823
Main	169,022	69,249	23,508	261,778	287,627
Farm education	0	55,938		55,938	36,856
	<b>283,607</b>	<b>125,187</b>	<b>36,717</b>	<b>445,511</b>	<b>434,191</b>

**5. RESOURCES EXPENDED – FUNDRAISING COSTS**

	2024	2023
	£	£
Cost of employee time + Fundraise costs	11,429	10,823
	<b>11,429</b>	<b>10,823</b>

**6. NET INCOMING RESOURCES**

Net resources are stated after charging:

	2024	2023
	£	£
Depreciation and disposal	13,209	11,114
Independent Examiner Fees	800	800
	<b>14,009</b>	<b>11,914</b>

STEPNEY CITY FARM  
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**7. DIRECTORS' REMUNERATION AND RELATED PARTY TRANSACTIONS**

None of the Directors received any remuneration, other benefits or expenses for this or the previous year in any contract or transaction entered into by the Company during this or the previous year. No other person related to the Company had any personal interest

**8. STAFF COSTS**

	Unrestricted	Restricted	Total Funds	
			2024	2023
	£	£	£	£
Wages and Salaries	161,623	105,669	267,292	215,186
Social Security Costs	8,772	5,824	14,596	12,119
Employer Pension Costs	3,351	2,160	5,510	4,569
	<b>173,745</b>	<b>113,653</b>	<b>287,398</b>	<b>231,873</b>
Sub-contractor Fees	2,644	1,243	3,887	8,685
	<b>176,390</b>	<b>114,896</b>	<b>291,286</b>	<b>240,558</b>

No employee earned over £60,000 per annum in this or the previous year.

The total number of staff employed during the year was as follows:

	2024	2023
Directly engaged in activities	14	11
Support and management	2	2
Total	16	13

**9. TANGIBLE FIXED ASSETS**

	Restricted			Unrestricted		Total U/R	Total.	Totals 2023 £
	Buildings	Fixtures Fittings & Equipment	Total	Fixtures Fittings & Equipment	Motor Vehicles	Total	Total. 2024 £	
	£	£	£	£	£	£	£	£
<b>COST</b>								
At 1 April 2023	80,418	15,704	96,122	33,466	6,445	39,911	136,033	136,033
Additions	-	-	-	8,380	-	8,380	8,380	-
Disposals	-	-	-	-	6,445	6,445	6,445	-
At 31 March 2024	80,418	15,704	96,122	41,846	-	41,846	137,968	136,033
<b>DEPRECIATION</b>								
At 1 April 2023	64,336	15,704	80,040	29,600	6,445	36,045	116,085	104,971
Charge for the year	8,042	-	8,042	5,167	-	5,167	13,209	11,114
Disposals	-	-	-	-	6,445	6,445	6,445	-
At 31 March 2024	72,378	15,704	88,082	34,767	-	34,767	122,849	116,085
<b>NET BOOK VALUE AT 31 MARCH 2024</b>	8,040	-	8,040	7,079	-	7,079	15,119	19,948
NET BOOK VALUE AT 1 APRIL 2023	16,082	-	16,082	3,866	-	3,866	19,948	

The Restricted Building/F&F are considered to be Unrestricted Assets and are shown as restricted only in the event of disposal

**10. DEBTORS**

	2024	2023
	£	£
Trade Debtors	12,722	9,955
Prepayments	5,137	3,845
Accrued income	0	1,719
	<b>17,859</b>	<b>15,519</b>

**11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2024	2023
	£	£
Trade Creditors	11,274	9,761
Taxes and Social Security	4,731	4,169
Accrual	925	5,660
	<b>16,930</b>	<b>19,591</b>

STEPNEY CITY FARM  
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ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

12. TOTAL FUNDS

	Balance 1 Apr 23	Incoming Resources	Outgoing Resources	Trf to U/R	Assets	Desg'd Site Fund	Balance 31 Mar 2024
<b>Farm Education/Youth</b>							
General	5,261	4,130	5,371	0	0	0	4,020
Environmental Education		1,140	497				643
Ernest Cook	15,000	15,000	14,876	0	0	0	15,124
Tides	13,033	0	13,033	0	0	0	0
Ratcliff Trust	20,812	0	18,812	(2,000)	0	0	0
Jack Petchey	714	3,900	3,848	0	0	0	766
CMS	2,496	2,000	4,496	0	0	0	0
Atkins		5,000	0				5,000
<b>Communities</b>							
Get Growing	8,061	0	11,816	3,755			(0)
Ocean Regeneration	1,020	5,000	1,857	(2,874)	0	0	1,289
Canary Wharf Group	4,058	0	4,539	481	0	0	(0)
Tower Hamlets Local Community	0	3,839	3,079	(761)	0	0	(0)
L&Q Communities		5,000	996				4,004
John Lewis Community Christmas		1,445	1,495	50			0
<b>Farm Manager</b>							
Wax Chandler	0	10,000	11,262	1,262	0	0	0
<b>CEO Salary</b>							
City Bridge	9,695	0	9,695	0	0	0	0
<b>General</b>							
Power to Change - Energy Costs	1,017	0	1,017			0	0
Finnis Scott Foundation		1,000	1,000				0
Just Fact (WEN)		39,550	17,500				22,051
<b>Total</b>	<b>81,168</b>	<b>97,004</b>	<b>125,187</b>	<b>(87)</b>	<b>0</b>	<b>0</b>	<b>52,898</b>
Designated Fund – Tangible Assets	19,948	0	(13,209)	0	0	8,380	15,119
Designated Fund – Site Fund	9,387	0	(23,508)	0		14,713	592
General Reserve	151,261	330,175	(283,607)	87	0	(23,093)	174,823
<b>Total Unrestricted Funds</b>	<b>180,596</b>	<b>330,175</b>	<b>(320,324)</b>	<b>87</b>	<b>0</b>	<b>0</b>	<b>190,534</b>
<b>Total Funds</b>	<b>261,764</b>	<b>427,180</b>	<b>(445,511)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>243,432</b>

*Brought forward General education income, and grants from Ernest Cook Trust, Tides, and the Ratcliff Educational Foundation are to cover salaries in 2023-24 for the Schools Officer and Youth Programme Manager. Jack Petchey educational funding was spent on tools and resources for Young Volunteers. CMS funding supported the role of Sunday Young Farmers Facilitator. Ocean Regeneration Trust, Canary Wharf Group, Tower Hamlets Local Community Fund and Get Growing funding are to cover the salary of our Community Programmes Manager. The L&Q grant has been carried forward to go toward these costs in 2024-25. The Wax Chandlers donated £10K toward the cost of our Farm Yard Manager's salary. City Bridge Trust funding is a 5 year grant to cover the salary of the CEO. Power To Change funded £10K toward our electricity overheads. The Atkin grant was carried forward to cover the costs of the Sunday Young Farmers Facilitator in 2024-25. Finnis Scott funded the building of our outdoor classroom. John Lewis funded a Winter Festival for our community groups. The Just Fact grant from WEN funded the salaries of two part-time Sylheti-speaking Food Growers.*

The Designated Fund for Depreciation provides a fund against which all depreciation of all tangible fixed assets is charged, thereby leaving the General Reserve unencumbered by any commitments.

STEPNEY CITY FARM  
COMPANY LIMITED BY GUARANTEE 06855753  
ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

**13. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Tangible		Net
	Fixed Assets	Current Assets	Totals
	£	£	£
<b>Restricted Funds</b>	0	52,898	52,898
<b>Unrestricted Funds</b>			0
Designated Fund – Tangible Assets	8,040	7,079	15,119
Designated Fund – Site Fund	592	0	592
General Reserve	0	174,823	174,823
	<b>8,632</b>	<b>181,902</b>	<b>190,534</b>
<b>Total Funds</b>	<b>8,632</b>	<b>234,800</b>	<b>243,432</b>

**14 Comparatives for the Statement of Financial Activities  
For the year ended 31 March 2023**

<b>INCOME AND ENDOWMENTS FROM</b>	Unrestricted	Restricted Funds	Designated Funds	Total
Voluntary Income	123,223	169,656		292,879
Charitable activities:				
Farming/Educational Activities	152,459	3,409	0	155,868
Investment Income:	745	0	0	745
<b>TOTAL</b>	<b>276,427</b>	<b>173,065</b>	<b>0</b>	<b>449,492</b>
<b>EXPENDITURE ON</b>				
Farming/Educational Activities	(245,263)	(132,578)	(45,527)	(423,368)
Fundraising Costs		(10,823)		(10,823)
<b>NET INCOME FOR THE YEAR</b>	<b>31,163</b>	<b>29,665</b>	<b>(45,527)</b>	<b>15,301</b>
Transfer between funds	(6,398)	6,398	0	0
<b>RECONCILIATION OF FUNDS</b>				
Total funds brought forward	126,496	45,105	74,862	246,463
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>151,261</b>	<b>81,169</b>	<b>29,335</b>	<b>261,764</b>

**15 Allocation of support costs on Charitable Activities 2024**

<b>Costs</b>	<b>Salaries</b>	<b>Direct</b>	<b>Support</b>	<b>Governance</b>	<b>Total</b>
Staff Grants	64,945	296	45,155	328	110,723
Farm education	49,939	5,999	34,722	253	90,912
Gardening	43,315	1,373	30,116	219	75,023
<b>Totals</b>	<b>158,199</b>	<b>7,667</b>	<b>109,992</b>	<b>800</b>	<b>276,658</b>

Support costs have been allocated on the basis of direct labour costs paid per activity

Some staff costs are shown as part of the support figure. The total amount of staff expenditure is shown in note 8

**15 Allocation of support costs on Charitable Activities**

2023

<b>Costs continued</b>	<b>Salaries</b>	<b>Direct</b>	<b>Support</b>	<b>Governance</b>	<b>Total</b>
Animals	360	16,563	493	2	17,418
Staff Grants	69,397	37,158	95,074	386	202,015
Farm education	35,326	1,519	48,397	197	85,438
Gardening	38,683	3,012	52,995	215	94,905
<b>Totals</b>	<b>143,765</b>	<b>58,253</b>	<b>196,959</b>	<b>800</b>	<b>399,778</b>

Support costs have been allocated on the basis of direct labour costs paid per activity

**STEPNEY CITY FARM**

England & Wales - Charity number 1136448

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# Accounts

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**Financial Statements and Directors' Report**

**For the year ended 31 March 2023**



**REGISTERED COMPANY NUMBER 06855753**

**REGISTERED CHARITY NUMBER 1136448**

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## Directors' Report

The Directors of Stepney City Farm (hereinafter referred to as the Farm or the Charity or the Company) present their Report and independently examined Financial Statements for the year ended 31 March 2023. The Report and Statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities and the provisions of the Statement of Recommended Practice: Accounting and Reporting by Charities applicable to charities preparing their accounts in accordance with FRS102 (effective 1 January 2015).

## Reference and Administrative Details

<b>Company Name</b>	Stepney City Farm
<b>Registered Company</b>	Number 06855753
<b>Registered Charity Number</b>	1136448
<b>Registered Office</b>	Stepney City Farm, Stepney Way, London, E1 3DG

## Directors and Trustees

The Directors of Stepney City Farm are also its Trustees for the purposes of charity law and are referred to throughout this Report as the Directors.

The Directors who held office during the year, unless otherwise indicated, were as follows:

Alice Thornton	Chair
Sapna Ajwani	(Appointed April 2023)
Edward Gaze	Treasurer
Neil Lambert	
Subhendu Maji	(Appointed March 2023)
Syeda Jeba Maleque	(Appointed August 2023)
Victoria Park	
Josephine Pertwee	
Thuy Ho Preuveneers	
Dr Catrina Prince	(Resigned July 2023)
Annabel Shipway	
Richard Thomas	(Resigned July 2023)
Dr Elizabeth Venables	

## Company Secretary

Clare Hawkins

STEPNEY CITY FARM  
COMPANY LIMITED BY GUARANTEE 06855753  
ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

**Bankers**

The Co-operative Bank, 80 Cornhill, London EC3V 3NJ

Triodos Bank, Brunel House, 11 The Promenade, Clifton BS8 3NN

Shawbrook Bank Ltd, Lutea House, Warley Hill Business park, The Drive, Great Warley, Brentwood, Essex CM13 3BE

**Independent Examiner**

Catherine Sullivan, 5 Marneys Close, Epsom KT18 7HR

## **Objectives and Activities**

The objects of the charity, as set out in its Articles of Association, are:

To promote, for the benefit of the inhabitants of Stepney and the surrounding area, the provision of facilities for recreation or other leisure time occupation, of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social and economic circumstance or for the public at large in the interests of social welfare and with the object of improving the conditions of lives of the said inhabitants. To provide or assist in the provision of facilities in the interests of social welfare for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity, disability, financial hardship or social circumstances with the object of improving the conditions of the lives of the said inhabitants. To advance the education of the public at large, in agriculture, horticulture, crafts, country life, protection and improvement of the natural environment through best environmental practices, especially by encouraging reduction, re-use and recycling, and related subjects.

### **Principal Activity**

The principal activity of the organisation in the year under review was to develop and run a city farm for the educational and social benefit of the residents of Stepney and surrounding areas in the London Borough of Tower Hamlets. We achieved this by using our resources to provide learning, recreational and volunteering opportunities for all ages.

### **Public Benefit**

The objects of the charity are for public benefit, specifically around the provision of educational and social opportunities related to food, farming and caring for the wider environment. We do not charge for the majority of our services to the community and in cases where we do charge we offer concessionary rates for those less able to pay. We ensure that our services and facilities are all wheelchair accessible and do not restrict benefits to those with particular personal characteristics.

The charity creates and maintains a life-long learning environment where local people and others further afield can gain knowledge, skills, confidence and learning opportunities through farm activities. In planning the Farm Business Plan and the activities taking place, the Directors pay due regard to the Charity Commission's guidance on public benefit.

### **Remuneration Policy**

All staff salaries including key staff are reviewed annually as part of an appraisal process conducted by their line manager. The CEO's appraisal is conducted by the Chair of Trustees. Salary increases are built into funding bids for those posts which are funded by grants. The Board of Trustees recently reviewed all salaries for parity across the staff pay levels, and have awarded cost of living increases to all staff.

**Other charities and related parties** There were no transactions between the charity and related parties that required disclosure. The Farm was a member of the following organisations as this was considered beneficial to achieving our objectives:

Capital Growth; East London Business Alliance; Social Farms & Gardens; London Food Link; London Youth; London Environmental Educators Forum; The National Farmers' Union; Sustain; National Council of Voluntary Organisations; The Permaculture LAND Network; The Stifford Centre (lead for consortium funding from the Tower Hamlets Community Fund); Volunteer Centre Tower Hamlets; Tower Hamlets Council for Voluntary Services.

## **Achievements and Performance**

### **Chief Executive's Summary**

2022-23 was an exciting year of progress at Stepney City Farm. The challenges since 2020 - when we scrambled to adapt to Covid19, before slowly rebuilding our programme delivery across the subsequent year - are now thoroughly behind us. Educational activity and community engagement have exceeded pre-pandemic targets; and thanks to an unprecedented level of corporate support, the last of the major site works to enable us to utilise our reinstated land are finally close to completion.

Key achievements during the year included the installation of an array of 56 solar panels at the Farm, made possible by a grant awarded through Tower Hamlets Council's Community Carbon Reduction Fund. In autumn, the Farm was also able to invest our own funds in the upgrade and extension of our irrigation system, dramatically increasing efficiency and reducing water loss over the coming growing season.

August 2022 saw a new 10-year lease granted by Tower Hamlets Council on our 4.5-acre site (comprising 3 acres of land occupied under our former lease, and 1.5 acres of land reinstated to us in 2019). Although we have had access to the combined site for three years, completing the legal process has been complicated. We are very pleased to now be able to concentrate on ensuring that the Farm continues to thrive for our local community - over the next decade, and into the future.

Community engagement continued to be re-established and strengthened post-pandemic, with the extension of funding from the Ocean Regeneration Trust for our community growing beds programme. Additional funding from the Canary Wharf Group allowed us to increase our Community Programmes Manager from 2 to 3.5 days per week, providing new capacity for workshops and tours, and three community celebration events which were run on site with partners Praxis, Stitches in Time, and Ocean Women.

New funding from the Ernest Cook Trust, the Ratcliff Educational Foundation, BlackRock (via TIDES), and CMS also allowed us to further expand our education programme. Schools and Youth sessions are both now running four days a week, and an additional support role for the Sunday Young Farmers programme has been recruited.

2022 was rounded off with our second Christmas Market since the pandemic. This large public event is now a well-established fixture in the local calendar, and over 3,000 people came along to enjoy the festive offerings, including seasonal food and drink, crafts, and a brass band.

In January, Stepney City Farm and Surrey Docks Farm featured together in an episode of the BBC's Great Country Showdown. Filmed over the summer in the run up to the Lambeth Country Show, the programme followed Farm Yard Manager Tom and volunteer Skippy as they prepared our sheep for competition. We were delighted with the outcome - a thoughtful and detailed portrait of life on the Farm. The programme resulted directly in offers of in-kind and financial support, as well as new visitors from as far afield as Essex.

We also made positive steps in our diversity and inclusion strategy across the year. To improve representation of our local community on the Board of Trustees, we joined the Minority Ethnic Trustee (MET) programme (organised by the Volunteer Centre Tower Hamlets) and have been very pleased to successfully recruit three new Trustees from local minority ethnic backgrounds. At the beginning of 2023-24, the renewed Board came together for a strategic away-day, the outcomes of which will form our new three-year business plan for 2023-26.

We start the new financial year in a strong position, with reserves still intact, and most of our budgeted site development expenditure behind us. However, with some key multi-year grants coming to an end in 2023, new fundraising will take priority in the year ahead to ensure the financial sustainability of our activities into 2024-25.

**- Clare Hawkins, Chief Executive**

### **Promoting animal welfare and ethical farming practices**

The Farm continued to promote ethical and sustainable animal farming practices, and to educate urban residents on the origins of meat and other produce through high welfare animal husbandry and the sale of meat.

Farm Yard Manager Tom Goody oversaw animal care and upheld high standards, including carrying out daily animal health checks; routine health care procedures; maintaining an inventory of medicines and equipment; training and managing a range of volunteers; and managing the educational and wellbeing aspects of working with the animals.

All our lambs, goat kids and piglets were born strong and healthy in 2022. It was the last breeding year at Stepney City Farm for much-loved Soay ram Jasper, who was rehomed at Daisy Farm in Essex so that the flock bloodlines can continue to be diversified and kept healthy. He has been replaced by new Manx Loaghtan ram Cranesbill, whose dramatic horns have already earned him much attention on social media!

In July, our rare breed sheep won several prizes at the Lambeth Country Show in Brockwell Park - including ewe lamb Lilly, who was awarded first prize in the primitive lamb class. Farmer Tom and Volunteer Skippy were accompanied to the event by the BBC for the new series of the Great Country Showdown, which aired in February. The episode followed our team, and our friends from Surrey Docks Farm, as we prepared for the show and then competed on the day; we were delighted with the resulting portrayal of Stepney and the city farm movement, which resulted directly in some significant new support, including an unrestricted donation from the Atkin Foundation.

Work continued across the year to upgrade and improve animal facilities, and in March we were pleased to be awarded funds by the Jack Petchey Foundation in relation to our Youth programme to pay for a new goose house. The young volunteers were able to help in assembling it, and the geese are now enjoying their new home.

Unfortunately, bird flu restrictions were in place for much of the year, meaning that the poultry were unable to enjoy the full run of their large new space on the reinstated part of the site. In 2023-24, their new facilities will be completed with the option of full coverage by netting, to allow them more freedom during future bird flu lockdowns.

Our Greencare volunteering sessions continue to provide one of our key entry routes for training and best practice in animal care. Sessions run twice a week, and participants can assist with tasks including feeding, mucking out and grooming, as well as learning about careers and opportunities in animal care. Since the pandemic, interest has grown and there are now around 25 regular participants in the group, with numbers staying consistent year-round – including during the coldest months of winter, when attendance would historically be lower.

Across 2022-23, tech start-up Mana Biosystems continued their residency at the Farm piloting black soldier fly farming, testing new technology to optimise breeding conditions to produce sustainable poultry feed for our chickens. The project has been a huge success, with the team now rolling their social enterprise out on a large scale in Kenya.

### **Food Growing**

In 2022-23, produce and sundry garden sales income remained steady at around £17K. Although this doesn't balance the cost of the Food Grower salary as originally hoped, the Board have agreed that the ongoing investment in food growing on site for the benefit of the local community is in line with our charitable objectives. Food Grower Danielle has been working hard to cultivate new restaurant relationships to increase sales and has been growing to-order for our onsite café, The Allotment Kitchen.

Our seasonal mixed veg boxes continued to be in high demand in 2022. We also continued to sell seasonal produce and plants to the public across the week from our self-service shop, and from our market stall on Saturdays.

Just in time for summer, thanks to Collecteco - who work with corporations to distribute surplus equipment to charities - the Farm was donated two brand new 1,100 litre commercial fridges, from an Amazon warehouse which was closing. The total value of the fridges was around £3,000, a significant gift for the Farm. This immediately resolved our issue of capacity for the cold storage of produce and has been allowing us to harvest and sell from the site much more efficiently.

With our corporate volunteering programme back up to full capacity and exceeding all previous records for bookings, we were able to keep very much on top of garden maintenance across the year, as well as making some major improvements to the growing spaces. The deteriorating compost bay structures were repaired and replaced; work began on a new sensory garden in the former poultry area; new raised beds were built; and a second outdoor classroom was built for use by our Food Growing Trainees. 16 new metal garden chairs were donated through Event Cycle, worth almost £1,000, and have been utilised in the new teaching space.

The Food Growing Traineeship programme had one of its most successful years to date, with all 10 Trainees completing the programme under the supervision of Food Grower Danielle Stennett. The group became very tight over the summer, and had a lovely away day and celebration together organised by Danielle at the end of the course.

In November, we were finally able to invest in the much-needed upgrade and extension of our irrigation system. This should dramatically increase efficiency across the 2023 growing season, as a lot of staff and volunteer time had been previously spent on watering. All existing sprinklers on the site have been replaced by drip pipes, which will reduce loss of water by evaporation, and the system now covers all polytunnels and our large new growing field.

The Farm's allotment plots, let to Tower Hamlets residents at the nominal rate of £40 per annum, continued to be very well used and oversubscribed. The waiting list has now been closed for several years, with an established community of plot holders making excellent use of the spaces with minimal turnover.

There is, however, a huge demand for growing space, so to widen opportunities for participation, 12 growing beds have been allocated to community organisations whose service users can access them for therapeutic community growing projects. Community Engagement Manager Nicki Carter is experienced in working with various social service providers, and has successfully brought in a range of local groups serving some of the most vulnerable members of the community. She has continued to work closely with the groups, strengthening these partnerships, and is providing bespoke consultations and workshops to ensure that groups remain engaged and make the most of their growing spaces. Currently the community beds are occupied by:

- Apasen (supports adults with learning disabilities)
- Bromley-By-Bow Patients (patients with chronic conditions, organised through social prescription)
- Create Day Centre (day centre for adults with learning disabilities)
- The Geezers (social group for older isolated men)
- Home Ed Farmers (local home schooling community)
- John Howard Centre (specialist forensic psychiatric services)
- Limehouse Project (welfare support)
- Ocean Women (supporting women from the Ocean Estate)
- Praxis (supporting migrants and refugees)
- Stepney Community Trust (community self-help actions, housing and welfare)
- Stitches in Time (supporting ESOL women through sewing and creative activities)

In summer, Nicki brought all the groups together for a celebration event, where produce was shared, and participants were able to cook and eat together. Over 60 people attended, and the day was a great success.

Organic Acceptability Ratings criteria continued to be adhered to across all growing activities on the Farm, with no artificial fertilisers or pesticides used in our growing practices.

### **Youth, Education and Outreach**

After a transitional period for our education programmes following the cutting of council funding in the wake of Covid19, in the early part of 2022, we were absolutely delighted to learn that a bid for The Ernest Cook Trust's Outdoor Educator fund had been successful. The Farm was awarded £15,000 per annum for three years to support our two Outdoor Education posts, securing both schools and youth programming until 2025. Match funding was exceeded in 2022-23 by BlackRock Gives (via TIDES); the Ratcliff Educational Foundation; and CMS - allowing us to increase delivery of both strands from three to four days per week, and to recruit the new post of Trainee Youth Worker.

Schools Programme Manager Rosie Mercer continued to deliver our expanded curriculum-linked Schools programme for key stages 1-4; while the role of Youth Programme Manager was handed over in November from Alex Collings after 9 years at the Farm, to new post holder Martin Osman. Martin has hit the ground running, engaging new partners and quickly getting to grips with our complex extra-curricular Youth offer - a range of tailored volunteering and work experience opportunities for groups of 12-17-year-olds (up to 26 for SEN) who are usually not in mainstream education for a variety of reasons (including SEN groups, young offenders, and those with emotional or mental health difficulties).

With demand exceeding all previous records for educational opportunities in 2022-23, both programmes ran at full capacity throughout the year. 4,787 children from 59 different primary schools visited across the year to take part in workshops and Farm tours, including:

- Plants, Food Growing & Gardening
- Farm to Fork: Food Systems
- Use it Again! Waste & Recycling
- Habitats: Homes for Plants & Animals
- Introduction to Farm Animals
- Lifecycle of a Chicken
- Animal Teeth & Feed

And longer-term engagement programmes including:

- Egg incubation and hatching
- Nursery packages
- After school gardening clubs
- After school animal care clubs
- Local SEND school partnerships
- Family holiday clubs and other family volunteering opportunities

Youth service provider partnerships and projects in 2022-23 included:

- Inspire! Work experience block week partnership: 3 weeks with 3 schools with 6 students each session;
- JFK special needs school: 3 classes in weekly, ages 14-18 years old, all students are SEN;
- Know Your Onions / School Food Matters: groups ages 12-13 for students on free school meals, pupil premium, EAL and SEND;
- Tower Hamlets Youth Justice Service: young offenders completing reparations at the Farm based on hours set by court;
- New City College: Ongoing sessions with students who have recently immigrated to the UK or have been granted refuge in the UK;

- Wiper's Youth: Mentor services for young people not in education or employment;
- Work experience: students needing to complete hours of work experience to attain qualifications in animal care, veterinary or zoology courses. Mainly students from Capel Manor college and City of Islington college, but also students from the Royal Veterinary College, self-referrals and international students; also block-week experience organised by Switch;
- Stepney All Saints: ongoing sessions with special needs class ages 14-15;
- Young Farmers: long running regular group open to individuals, prioritising those from the most vulnerable backgrounds - every Sunday 2 groups totalling 18 local young people.

The Farm has a range of excellent educational facilities, including a bespoke classroom and our award-winning Children's Garden, giving school groups the opportunity to learn through hands-on farming and environmental projects. In 2021, we built an outdoor covered deck to better facilitate groups in the wake of Covid19 and completed a new wildlife pond with a dipping platform large enough for schools to use, expanding our capacity for outdoor learning.

Many of the children who use the Farm have no other connection to rural life, and daily our programmes introduce children and young people to the Farm who have little or no connection to the origins of food, or any access to a garden or contact with animals. Our Youth programming offers alternative routes for young people suffering from deprivation and few life choices, who may be vulnerable to falling into crime and antisocial behaviour. Additionally, the hands-on nature of the activities helps to physically maintain the site, improving the local environment for all to enjoy.

The Farm is also an important local hub for the physical and mental health of our local community, and in the wake of Covid19 we saw an upturn in engagement and attendance which is yet to plateau. What we thought to be a short-term spike in interest in volunteering, gardening, food growing and buying local, has remained consistent over the past two years, and communities programming including our Greencare Volunteering for adults with mixed abilities - including those with higher level support needs - and our community growing beds project, continue to be very much in demand. Opportunities for additional therapeutic activities for the volunteers were introduced, including free sound bath sessions twice a week run by a sound bath tutor in training, and self-massage and aromatherapy classes. The group also enjoyed planting up pollinator plants in the new apiary area built the previous year, and beekeeper Volker Gulde ran a series of educational workshops for staff and volunteers each week across the spring, which proved very popular.

In 2022-23, we were really delighted to learn that council funding for our existing community engagement activities had been extended until September 2023. In addition, we were awarded new grants from Ocean Regeneration Trust, the Canary Wharf Group, and a fund donated from wound-up charity Get Growing to expand our Communities Programme.

To utilise the additional funding, former Greencare Coordinator Nicki Carter took on the new role of Community Engagement Manager 3.5 days per week. In addition to managing our existing Greencare group and the community beds, Nicki now also has capacity to meet the demand for ad hoc and bespoke community group tours and workshops. Over the year, she ran sessions with a range of partners on the Farm, including:

- Bromley-By-Bow over 50's
- Care4Calais East London (supporting migrants, refugees and asylum seekers)
- Creative Support (supported living services)
- Friends of East (wellbeing and social group)
- Groundwork (supporting migrants, refugees and asylum seekers)
- Mind (supporting mental health)
- NHS social prescribers
- Outside Project (supporting LGBTQ homeless)
- Positive East (HIV support)

- Resources For Autism (autism services for children and adults)
- Sanctuary Supported Living
- Single Homelessness Project
- Step Up (employment services)
- Stuart Low Trust (community arts, nature and wellbeing activities)
- Wolfson House Recovery Service (mental health services)

Nicki also organised several events on site to bring together community partners or for them to use the space for their own cultural celebrations around food and cooking. Praxis were able to hold their annual summer party with us, bringing 60 beneficiaries from different strands of their refugee and asylum seeker work together. Stitches in Time held a celebratory cook-out with a fire pit in the Children's Garden. Coordinator Esther wrote afterwards: "Oh wow, thank you so much for letting us have a cookout! It went so well and the ladies enjoyed it so much. At one point when the fire was going, the food was cooking and they had music playing, singing and dancing - they said it was like being back in Bangladesh! All were really thrilled, and boy oh boy was the food tasty."

The further expansion of our community engagement has been set as a key strategic objective for 2023-24 by the Board of Trustees, following several years of prioritisation of site development. In 2023, we are delighted to have been awarded funding from the National Lottery (via the Women's Environmental Network) to employ a full time Sylheti-speaking Food Grower. This person will be in post in summer 2023; we are looking forward to the opportunity to link our food growing programme more holistically with our community projects, and for staff to work closely with the post holder to extend our reach in the local Bangladeshi community.

### **Cafe and Farm Shop**

May 2022 saw the second anniversary of the opening of The Allotment Kitchen, run by Betty Gilbert and Lucy Cuthbert. The café continues to go from strength to strength; the delicious seasonal menu - changing daily, and using top quality suppliers alongside Farm grown ingredients, has continued to earn them phenomenal ratings and reviews. Initially a haven for locals working from home, the café now attracts customers from the wider London area and is proving an asset to the site in terms of the Farm's general attendance and reputation.

Over Easter weekend 2022, Stitches in Time ran one of their popular take-over events, transforming the usual café menu with authentic traditional Bangladeshi cuisine. Following the success of the weekend, they returned with their spin-off enterprise, Deshi Shad, to run an evening supper club at the Farm on 13 June. This cooperative business works on a rotational basis to give different women a chance to participate each time, and the group leader told us that all the women who took part had been inspired by the excitement and sense of achievement from those who had managed the café takeover. 38 people booked into the supper club and it was a huge success, giving the participants a chance to gain experience and confidence in running a professional catering enterprise.

In September, The Allotment Kitchen ran a special supper club based around our own high welfare local pork from the Farm. The event sold out almost immediately and had wonderful reviews.

### **Onsite Studios**

Since 2013, the Farm has supported and promoted a range of rural arts and crafts through the provision of three affordable workshop spaces in a bespoke studio building. Across 2022-23, two of the workshops were occupied by a pottery run by Jess Jos Ceramics; and by landscape painter Georgie Mason, who incorporates natural materials from the Farm into her work. The third studio has been run as a green wood workshop for many years by Barn the Spoon. In Autumn 2022, Barn handed the business over to former apprentice Tim Sanderson, to focus on other parts of his work outside London. The Farm was delighted to

support this opportunity for Tim, who has worked hard over 6 years to build his own reputation in green wood crafts, and is a well-known and liked member of the wider Farm community.

Resident artists provide courses and workshops for participants of all levels of experience and ability, and the rental of the spaces provides an essential unrestricted income stream for the charity.

### **Access and Visitor Experience**

Thanks to generous public donations and the support of our funders, the Farm remains free and accessible for all visitors to enjoy six days a week, as a community hub; a unique educational resource; and a leisure opportunity in the urban heart of Tower Hamlets.

Across the year we continued to develop the area of land returned to us by Crossrail in late 2019 and were able to make improvements to existing facilities, thanks largely to an unprecedented number of corporate volunteering groups across the year. In the wake of the pandemic, teams have been keen to reconnect with colleagues in person, and to be involved in outdoor activities making a meaningful contribution in local communities. In 2022-23, across 139 sessions, 2,314 corporate volunteers helped us to care for the animals, carry out gardening tasks, maintain the site, and undertake improvement projects which would otherwise not have been practically or financially viable. The compost area was renovated and reorganised, with a new protective bank and dead-hedge. Our large Stepney City Farm wooden letter cut-out signs were repaired and repainted. More new picnic tables were built, and additional raised beds were created in an under-used area behind the barn. A previously muddy area where our site bins are located was paved, and our large shipping container was emptied and tidied. A new permanent gazebo was built to shelter the pond dipping platform, and another was built to provide a second outdoor classroom for our Food Growing Traineeships. New shelves were built for one of our polytunnels, and various signage around the site was revised and repainted.

With so much support offsetting the usual cost of maintaining the Farm, we were pleased to be able to allocate some of our unrestricted funds in 2022 to the purchase of a defibrillator to be made accessible to all site users. The quick deployment of a defibrillator in the event of a cardiac arrest can save a life, and with such a range of beneficiaries and increase in footfall in recent years, we were very pleased to be able to make this investment.

In summer, continuation funding from Ocean Regeneration Trust was awarded for our Saturday Open Volunteering sessions, implemented in 2021. These events run twice each month and meet the popular demand for individuals to learn more about the Farm as one-off drop in volunteers. This has helped us to stay on top of the waiting list for volunteering opportunities, as participants can decide after these taster sessions whether they would like to make a more long-term commitment to one of our regular groups. Recent feedback for the Saturday sessions has included: "Honestly, I had a 10/10 time!"; "I thoroughly enjoyed every bit of it"; and "A break from my normal routine, spending time outdoors; I met lovely people, and cuddled piglets!" When asked to summarise the day in 3 words, responses have included: "Inspiring, beautiful, new"; "TO DO AGAIN!"; "Fun, fulfilling, happy"; When asked "How could we make the day better?" one volunteer replied, "You just did with this experience."

Saturday continued to be our busiest day of the week for general visitors. Our two Saturday front of house positions remained financially sustainable, and across the year our produce stall went from strength to strength, as the fridges donated via Collecteco allowed us to harvest across the week with no wastage. Our Saturday Farmer's Market managed by CCFM was also able to increase to an average of 15 stalls a week following its relocation to the new north side of the site, expanding the opportunity for our urban community to buy directly from farmers and independent producers on their doorstep.

During the week, visitors can help themselves in our 'self-service' honesty shop, where produce, animal food, eggs and compost are available to buy.

Also in 2022, we were very excited to be awarded funding to install solar panels through Tower Hamlets Council's Community Carbon Reduction Fund. These grants help support carbon reductions for community sites through retrofit projects, renewable energy installations, and community engagement activities. We spent plenty of time researching solar technology suppliers, and selected Treadlighter, who are based in London, and helped us to design the right installation for our site. In October, the final plans for our system were approved by the council, and in early November 2022, an array of 56 solar panels with a capacity of 22.4KW was installed on the roof of our studios building. During the winter in the UK, solar panels are only able to produce around 1/5th of their maximum capacity, so we know that coming into spring, the impact of the project will increase exponentially, and Treadlighter have projected that across the year the panels will provide a total of 25% of our electricity.

Reducing our environmental impact by relying less on the National Grid is an important step for us, and we are already integrating our experience with this project into learning opportunities at the Farm, including our workshops for schools and youth groups. With the unanticipated cost of energy crisis, the project will also have a significant impact for our financial sustainability in 2023-24.

To continue to optimise our energy efficiency, later in the year we had motion sensors installed on lights and timers installed on the hand wash sink water heaters. In December, we were very grateful to be awarded a grant from the Community Business Fund toward the increased cost of our energy bills. Despite this, with government discounts for business energy costs being withdrawn from April, the financial risk of unpredictable bills remains high on the agenda, and we will continue to prioritise all possible measures to mitigate the situation.

#### **Public events**

Our usual programme of public events kicked off with our annual sheep shearing event in May. Farmer Tom Davis from Mudchute Farm joined us as usual for shearing demonstrations accompanied by educational talks. The day was very well attended, and activities were supplemented with demonstrations from the Guild of Spinners and Weavers; sheep-themed art activities for kids run by resident artist Georgie Mason; and the opportunity to design and make your own tote bag using natural dyeing techniques.

Also in May, we were very pleased to begin a new partnership with CleanUp UK, empowering local people to take action to combat a growing litter problem. CleanUp UK donated a set of 20 litter pickers, hoops, and high vis vests to the Farm for use by the public. Simultaneously, we were approached by the WaSh Wombles, a Wapping and Shadwell-based community litter picking group looking to extend their reach to Stepney. Links were quickly established with local councillors and public realm managers to promote the initiative, and across the rest of the year the new Stepney Wombles group organised litter picking events from the Farm on the first Saturday of every month. To date, an average of 20 volunteers per session have collected over 500 sacks of rubbish from the streets of Stepney, improving our local environment and educating others about the problem of littering.

In October, the Farm was proud to host a baton handover for international relay race "Running Out of Time", carrying a message on climate change from Scotland all the way to the location of the COP27 conference in Egypt. A crowd turned out to cheer on local runners as they passed the specially designed baton from one group to the next in the farmyard, and we continued to watch its progress online over the coming weeks until it reached its destination on 7 November.

CCFM ran our second large Christmas Market since the pandemic on 10 December. This event has become a popular local fixture, and around 3,000 people turned out across the day to browse and buy local crafts, seasonal produce, and delicious street food from 35 stall holders. London City Brass returned for the second year to entertain the crowds, and our education team laid on free wreath-making sessions for children. The following day, the Salvation Army performed their annual interactive nativity on the Farm, drawing around 50 families to join in with carols and dressing up.

On weekends, our Classroom and Garden Deck continued to be available for hire, and across the year we welcomed 60 families for memorable children's birthday parties at the Farm. Two long-running weekly baby music classes also continued to be offered by Moo Music and the Frog Prince; these popular sessions are run in the Classroom on a venue hire basis, and have a large following - providing social connection for parents and fun developmental activities for toddlers. The Farm also occasionally hosts television and photo shoots - in 2022 most notably for Urban Outfitters' Autumn catalogue. Hire fees go toward supporting the core costs of running the Farm.

Finally, at the beginning of 2023, we were really pleased to hear that local Bengali women's group Ocean Women's Association had been awarded 5-year funding from the National Lottery for their regular coffee mornings at the Farm, which had been on hold due a gap in funding since early 2022. The project has been expanded to support women in need with distributions of warm blankets and other supplies, and a launch event including other local partners such as THCVS was held at the Farm in March.

#### **Reviews across 2022-23:**

*"Gorgeous! Nature in the middle of the city! Well kept, spotless animal enclosures, tonnes of volunteers. Everything from Donkeys, sheep, goats, pigs, small animals eg ferrets and bunnies, poultry and lots of baby animals. There is feed you can buy too! The cafe is 10/10 - amazing drinks, food and baked goods. Would highly recommend!" - Sarah Hogan*

*"Great little place for local city folks to take the kids for FREE. Feed the animals for a small donation, buy from the farmers market and enjoy some food and drinks at the cafe/restaurant." - Kamal Uddin*

*"AWESOME city farm. Free to visit. Great educational opportunity, but also lots of fun. Lots to look at. Locate the small barn with the bag of feed, and fill up a bag of food for £1 to give to the animals. Watch as numerous staff and volunteers take care of the plants and animals. Don't miss the goat(?) With double sets of horns. What??" - G Shaffer*

*"Nice farm inside Tower Hamlets. Beautiful place to see with the kids. Happy to live very close by. We enjoyed it so much. Great friendly staff too." - Arif Hussain*

*"This was a volunteer day, through the company I work for. What an amazing day and such a surprise. You would never think this farm was in London. Great place to go for mental health issues and to switch off from the world. So many things to do and animals to see." - Aaron AG*

*"Bare animals who let you pat them, 5 stars. animals include: Pigeons, a ferret, chickens, goats, sheep, some pigs and i think a peacock. very friendly staff, and animals but you leave with a sense of melancholy because you're jealous of the lazy piggies laying about all day, like why cant I do that? why cant we all just lay about all the time in the sun? Why must life all labour be?- Alfred Lord Tennyson" - Lewis Brennan*

*(Translated by Google): "As normal tourists, we would never have thought that there was such a place in the middle of the city. But since we were visiting locals, we went to the City Farm together. A paradise for children and absolutely recommendable!" - Tobias Dannenberg*

*"I really appreciate the way people have been working over here. Really good volunteers. Nice to see lovely animals at such a lovely place. Good to get family over here." - Marlon De Sousa*

*"Absolutely lovely farm, animals are very sweet and friendly and it's a great learning experience for kids and adults. Check for the cafe and plant sales!" - Rachel Widany*

*"Out of all the farms in London I found this to be my favourite, interactive with animals and many fresh fruits, honey for sale!! Of course the staff were very friendly and warm!!!" - Shakir Mlah*

*"Adorable city farm with lots of animals...feels like you're in the countryside! Bonus of an independent cafe with lots of outdoor seating." - Sandra N*

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*"As we made our way around this lovely oasis in the City, Melissa introduced herself. Such an enthusiastic young lady, full of exuberance about the farm in her volunteer position. A true ambassador for this delightful well managed farm, whose occupants look very happy. The restaurant is absolutely yummy!! Will be back with family!" - Richard Sanderson*

*"I've no doubt this would appeal to parents and kids alike, as my friend and I are in our 40's and we loved the place. You can take cups of feed and feed some of the animals. We fed the goats. There is no pressure to make donations, but there are a couple of signs politely asking for donations, which is fine. With a cool coffee shop also on site, this is a great place to visit. Very relaxing." - Chris Nisbet*

*"We had our daughter's birthday at the farm and it was such a perfect day. All the staff were so helpful in organising everything, and a special shout-out to the amazing Thuy, who took the children on a lovely tour and helped us host the event on the day. Also, Lucy and Betty who run the incredible cafe at the farm put on an amazing spread and were delightful to work with. Highly recommend the farm for both casual visits and events. Wonderful place." Max Eckersley*

*"Lovely place to visit. Animals in tip top condition" - Sally*

*"Really great, worth a visit !! 👍👍👍👍👍👍" - Rahman Ahmed*

*"Very nice place and people. Find some green rest and good coffee here!" - Jeroen Sytsma*

*(Translated by Google) "Who would have ever imagined finding a farm in the centre of a big city like London? Yet here it is, dozens of animals and relaxation, there is also a kitchen and tables, you eat well" - Davide Fiumedinisi*

*"Absolutely loved this place. A refreshing change in hustling and bustling city" - Abida Tasnim*

## **Structure, Governance and Management**

### **Governing Document**

Stepney City Farm was incorporated on 23 March 2009 as a Company Limited by Guarantee without a Share Capital. The Company was then registered as a charity on 10 June 2010. The Company was established under a Memorandum of Association that defined its objects and powers. It is governed by its Articles of Association, the current version of which was adopted on 20 May 2020.

### **Directors**

The Directors who held office during the year, unless otherwise indicated, are set out on page 3. As the Company is limited by guarantee and has no issued share capital, none of the Directors hold any beneficial interest in the charitable Company.

### **Recruitment and Appointment of Directors**

Directors are usually recruited from residents or persons working within the London Borough of Tower Hamlets. They are expected to take a specific interest in an area of the Farm's activities and/ or to have relevant professional expertise.

In accordance with the Articles of Association of the Company, a third of the Directors, those who are the longest serving, are required to retire from office at every third Annual General Meeting (AGM) but, if eligible, may offer themselves for re-election.

### **Induction and Training of Directors**

The charity has produced an induction pack for all new Directors, which will include the latest annual report and accounts, a summary of current policies, the memorandum and articles, operational plans and financial forecasts. They are given opportunities to meet other Directors and senior staff to provide insight into the management and operations of the charity. Training is mainly provided through briefing sessions at Board meetings as issues arise; for example, over updated legal and regulatory requirements. There are also opportunities offered for further training from external providers over the year.

### **Organisational Structure**

The Directors operate through a Board comprising themselves and, with no voting rights, the Farm Director and external advisers. The Board is responsible for the overall governance of the charity and guiding its strategic direction. It meets every other month.

The Chief Executive has overall responsibility for Farm operations and delivering organisational strategy, and has the power to delegate spending authority to individual budget holders on the staff faculty, who report to the Chief Executive monthly. Induction processes are in place for all Farm workers including staff, volunteers in all volunteer streams and work experience students. There is a permanently contracted member of staff for every day of the week responsible for overseeing animal care, site operations, health and safety (morning and evening site check, first aid, hygiene) and security on their given day(s).

### **Risk Review**

The Board has reviewed the principal areas of the organisation's operations and considered the major risks that may arise in each of these areas. In the opinion of the Directors, the charity has established resources and reviews that, under normal conditions, should allow the risks identified by them to be mitigated to an acceptable level in its day-to-day operations.

## Financial Review

### Results for the year

The results of the year and financial position of the Company are shown in the accompanying Financial Statements.

The Statement of Financial Activities shows a net surplus for the year of £15,301 (net surplus of £22,989 in 2021/22). This surplus has been achieved through the maximisation of earned income streams and successful fundraising.

Total unrestricted incoming resources were £276,427 (£201,540 in 2021/22) and total restricted incoming resources were £173,065 (£148,101 in 2021-22). This was raised from a combination of sales, corporate volunteering days, donations and grant funding. Total resources expended from unrestricted funds were £245,263 (£180,111 in 2021/22) and total resources expended from restricted funds were £143,400 (£140,496 in 2021/22).

### Donations in Kind

The Farm has received some donations of goods and services: most notably in 2022/23, several tonnes of woodchip and logs from various arborists; two commercial fridges from an Amazon warehouse via Collecteco with a total value c. £3,000; and 16 iron garden chairs donated via Event Cycle with a value of £880.

The donations in kind have not been valued in the accounts because the charity wouldn't have bought them if they hadn't been donated.

### Grants and Donations

Thank you to the trusts and foundations which have supported Stepney City Farm in 2022-23:

A+E Educational Foundation	Jack Petchey Foundation
Atkin Charitable Foundation	London Borough of Tower Hamlets (The Local Community Fund and the Community Carbon Reduction Fund)
BlackRock Gives	Ocean Regeneration Trust
Canary Wharf Group	Power to Change (Resilient Communities Fund)
City Bridge Trust	Ratcliff Educational Foundation
CMS	TIDES
Ernest Cook Trust	
Fan Makers' Company	
Get Growing	

Thank you to the companies who supported the Farm through our Corporate Volunteering programme:

Accenture	Bupa
Adverity	Chaucer
Amazon	Citi
Arcadis (UK) Limited	City Bridge Trust
Aspen Insurance Holdings Limited	CMS
Bain & Company	Compass Lexecon
Barclays	Competition and Markets Authority
Belmont Green	Coyote
BHP	Credit Suisse
BlackRock	CSC
BT	Dataminr UK Ltd

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Deepmind (Google)	Natwest
Department for Business and Trade	NBC
Deutsche Bank	On Purpose
Elavon	Orchard Street
Elevate	Oxford Insurance Group
Forecast	Palladium Impact Capital
FundApps Limited	Pen Underwriting
Hands On London	Pernod Ricard
Howden Insurance Brokers Ltd	PitchBook Data
HSBC	Poppins Agency
Informa	Purple Jay Nursery
Intermediate Capital Group plc	PWC
International Schools Partnership Limited	Royal London
Ipsos	Salesforce
Iron Mountain	Sky
ISG	Smartestenergy
Jefferies	Societe Generale
JLL	Starbucks
JP Morgan	State Street
Jupiter Asset Management Limited	T Rowe Price
Kaiser Associates	Team Green (.Gov)
KPMG	The Trainline
Kx Advisors	The Upside
LDC	TikTok
Lockton	Trayport
Markel	Trust Payments
Marsh	Twilio Segment
Mazars	UBS
McGraw Hill	Vuealta
Mirabeau SAS	William Hill
Miro	Workday
Morgan Stanley	WTW
Museums Association	Yotpo
Nanushka	

There were also many anonymous donations from individual visitors for which we are extremely grateful. Thank you to everyone who dropped a pound in the donations box; used the contactless donation machines; or contributed by text or online via Paypal, Easy Fundraising, Just Giving or My Donate; attended yoga sessions; held a children's party or venue hire at the Farm; or bought Farm produce.

All at Stepney City Farm are very grateful for all donations and grants received and we thank our funders for their support.

#### **Investments**

The Farm does not currently hold any investments.

#### **Reserves and Funds**

Free reserves are the balance of resources under the Company's unrestricted Funds to spend at the Chief Executive's discretion, with the oversight of the Board of Trustees, in furtherance of the Company's

charitable objects, once the stated value of fixed assets and any other amounts already committed have been deducted. The free reserves at 31 March 2023 were £180,596 (£201,358 at 31 March 2022).

Although the free reserves total has decreased across 2022-23, this has derived from the planned spend-down of the £48,800 remaining at 31 March 2022 in the Designated Site Fund. This fund was ring-fenced for the development of the expanded site at the end of 2020-21, and has now been spent in full (including the £9,387 remaining at 31 March 2023). The depreciation of fixed assets has also been taken into account, deducting £11,114 from the free reserves total.

The general reserve (cash) has increased from £126,496, to £151,261. This has been achieved primarily from an unprecedented level of corporate support across the year.

Trustees do not consider it wise to spend down excess reserves at this time, in light of the escalating economic crisis. The unpredictability of the cost of energy, materials, and the possible need to be able to offer further cost of living increases for staff have all been taken into account in this decision. It has also been factored in that our major core grant from City Bridge Trust (circa £48K p/a for 5 years) ended in July 2023. The situation will be assessed again at the end of 2023-24.

A review of the adequacy of these reserves is made annually, normally at budget approval, and at any other times the Directors consider prudent.

#### **Financial sustainability**

The Directors consider the organisation to be sustainable for the following reasons:

All staff roles for 2023-24 either have funding in place, or can be reasonably expected to be fully funded via other income streams or funding applications;

The policy of including a contribution to overheads in each funding application has ensured that essential utilities and other premises costs are covered.

#### **Plans for Future Periods**

Our vision for the future is refined across three key areas:

- *The Farm as a beacon of rural and environmental education in Tower Hamlets, with a particular focus on food systems and encouraging sustainable living practices.*
- *The Farm as the heart of our diverse local community; an inclusive space offering 'something for everyone', connecting people through farming.*
- *The Farm as a centre of support for healthy living in Tower Hamlets; including the promotion of healthy eating, good physical health, and good mental health.*

In 2023-24, we will be finalising a new 3 year business plan setting out the operational delivery of this vision based on the outcomes of the Board's strategic away day in March 2023. The priorities for year 1 have been identified as:

- The ongoing expansion of communities programming and engagement;
- Core fundraising to replace the 5 year City Bridge Trust grant ending July 2023;
- Piloting social prescribing as an alternative income stream;
- Completing the last outstanding site work on our reinstated land;
- Working with Tower Hamlets Council to facilitate the delivery of renovation works agreed to be carried out by the council to the Farm's office, café, and allotments.

### **Statement of Directors' Responsibilities**

The Directors are responsible for preparing the Annual Report and the Financial Statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare Financial Statements for each financial year. Under that law the Directors have elected to prepare the Financial Statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The Financial Statements are required by law to give a true and fair view of the state of affairs of the Company and of the incoming resources and application of resources, including income and expenditure, for that year. In preparing those Financial Statements the Directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the Financial Statements.
- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the Company will continue to operate.

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Company and to enable them to ensure that the Financial Statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for prevention and detection of fraud and other irregularities.

**Audit Exemption**

The Directors have decided to take advantage of the audit exemption provisions of the Companies Act 2006. Under the provisions of section 145 of the Charities Act 2011, Catherine Sullivan has been appointed as Independent Examiner. Her report is shown on page 22.

This Report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (the FRS102) (effective 1 January 2015), and in accordance with the special provisions of section 415A of the Companies Act 2006 relating to small companies.

Approved by the Directors on the following date and signed on their behalf by:

Alice Thornton ..... Date: 12/10/2023

Alice Thornton, Chair

## Independent examiner's report on the accounts

**Report to the trustees of Stepney City Farm (Charity number: 1136448), on accounts for the year ended 31 March 2023.**

### Responsibilities and basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 March 2023, as set out on pages 23-30

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

### Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants of England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:



Catherine Sullivan FCA, DipChA

Date: 1 November 2023

Beresford Marney Limited, 5 Marneys Close, Epsom, Kt18 7HR

STEPNEY CITY FARM  
COMPANY LIMITED BY GUARANTEE 06855753  
ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

**Statement of Financial Activities**  
For the year ended 31 March 2023

	Note	Unrestricted Funds	Restricted Funds	Designated Funds	Total Funds 2023	Total Funds 2022
		£	£	£	£	£
<b>INCOMING RESOURCES</b>						
<b>Incoming resources from generated funds</b>						
Voluntary Income	2	123,223	169,656	0	292,879	229,586
Investment Income – bank interest		745	0	0	745	159
<b>Total Incoming Resources from generated funds</b>		<b>123,968</b>	<b>169,656</b>	<b>0</b>	<b>293,624</b>	<b>229,745</b>
<b>Incoming resources from charitable activities</b>	3	<b>152,459</b>	<b>3,409</b>		<b>155,868</b>	<b>119,896</b>
<b>Total Incoming Resources</b>		<b>276,427</b>	<b>173,065</b>	<b>0</b>	<b>449,492</b>	<b>349,641</b>
<b>RESOURCES EXPENDED</b>						
<b>Charitable activities:</b>						
Fundraising Costs	5	0	(10,823)	0	(10,823)	(9,680)
Total resources expended		<b>(245,263)</b>	<b>(143,400)</b>	<b>(45,527)</b>	<b>(434,191)</b>	<b>(326,652)</b>
<b>NET INCOME FOR THE YEAR</b>		<b>31,163</b>	<b>29,665</b>	<b>(45,527)</b>	<b>15,301</b>	<b>22,989</b>
Transfer Funds		(6,398)	6,398	0	0	
<b>RECONCILIATION OF FUNDS</b>						
Total funds brought forward		126,496	45,105	74,862	246,463	223,473
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>151,261</b>	<b>81,169</b>	<b>29,335</b>	<b>261,764</b>	<b>246,463</b>

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared. All of the above amounts relate to continuing activities.

The notes on pages 25 – 31 form part of these financial statements

STEPNEY CITY FARM  
 COMPANY LIMITED BY GUARANTEE 06855753  
 ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

Balance Sheet as at 31 March 2023	Note	2023		Total Funds
		£	£	2022
<b>FIXED ASSETS</b>				£
Tangible assets	9		19,948	31,062
<b>CURRENT ASSETS</b>				
Debtors	10	15,519		14,642
Cash at bank and in hand		245,887		214,907
		261,407		229,549
<b>CREDITORS: Amounts falling due within one year</b>	11	(19,591)		(14,149)
<b>NET CURRENT ASSETS</b>			241,816	215,400
<b>NET ASSETS</b>	13		261,764	<b>246,462</b>
<b>RESERVES</b>	12			
Unrestricted funds:				
General reserve		151,261		126,496
Designated Fund Deprn		19,948		31,062
Designated Site Fund		9,387		43,800
			<b>180,596</b>	201,358
				<b>201,358</b>
Restricted Funds			81,168	45,105
<b>TOTAL FUNDS</b>			<b>261,764</b>	<b>246,463</b>

The Directors are satisfied that the Company is entitled to exemption from the provisions of the Companies Act 2006 relating to the audit of the accounts for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Companies Act 2006. However, in accordance with section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report appears on page 21.

The Directors acknowledge their responsibilities for:

- (i) ensuring that the Company keeps proper accounting records which comply with section 386 of the Companies Act 2006, and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the Company as at the end of the financial year and of its surplus or deficit for the financial year in accordance with the requirements of section 396, and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the Company.

These Financial Statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the Directors on the following date and signed on their behalf by:



E GAZE

Treasurer

23.10.2023

## 1. Accounting Policies

### 1.1 THE BASIS OF ACCOUNTING

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value, unless otherwise stated in the notes to these accounts.

These Financial Statements have been prepared in accordance with the Statement of recommended practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Charities Act 2011.

The financial statements are prepared in sterling which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

### 1.2 RECOGNITION OF INCOME

All income is recognised on receipt of income. Donations and grants are recognised on settlement date. In the event that a donation or grant is subject to conditions that require a level of performance before the charity is entitled to draw down on the grant, then that part of the funds will not be recognised until those conditions are fully met.

There is no interest on funds, as no funds are currently held on deposit.

### 1.3 EXPENDITURE

Expenditure is recognised on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. Cost in respect of future activities are charged when the relevant activity takes place. Governance costs compare all cost involving the public accountability of the charity and its compliance with regulations and good practice.

### 1.4 FIXED ASSETS

Only assets with a purchase of at least £500 are capitalised. There are no assets of that value in the charity.

### 1.5 TAXATION

No tax provision is included in the financial statements as it's a registered charity and entitled to exemption from tax under Section 505 of the Income and Corporation Taxes Act 1988.

### 1.6 FUND ACCOUNTING

The charity has restricted funds, where the donor has specified that the monies can only be used on specific projects in future. All other funds are unrestricted.

### 1.7 PENSION COSTS

The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. The annual contributions payable are charged to the statement of financial activities.

### 1.8 GOING CONCERN

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

### 1.9 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

STEPNEY CITY FARM  
COMPANY LIMITED BY GUARANTEE 06855753  
ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

In the application of the Charity's accounting policies the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**2. INCOMING RESOURCES FROM GENERATED FUNDS – VOLUNTARY INCOME**

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Ernest Cook Trust		15,000	15,000	15,000
Ratcliff Trust		20,874	20,874	10,000
Farm Education		956	956	1,154
City Bridge Trust		49,400	49,400	48,400
GLA		0	0	5,281
Ocean Regeneration		5,000	5,000	4,953
GLA Greener Cities		0	0	5,418
Tides		17,626	17,626	5,670
Vanguard		0	0	19,943
Jack Petchey		1,100	1,100	1,850
London Borough of Tower Hamlets Section 106		0	0	6,750
Tower Hamlets Local Community		9,528	9,528	8,682
Wax Chandlers		0	0	15,000
Canary Wharf Group		5,000	5,000	
CMS		5,000	5,000	
Get Growing		8,078	8,078	
Power to Change - Energy Costs		10,000	10,000	
Tower Hamlets Carbon Reduction - Solar Panels		22,094	22,094	
<b>Totals</b>	<b>0</b>	<b>169,656</b>	<b>169,656</b>	<b>148,101</b>
Donations from individuals	19,244	0	19,244	27,125
Donations from organisations	103,374	0	103,374	38,032
Covid 19 Grants/Furlough claims	0		0	16,328
Insurance claims	605		605	
	<b>123,223</b>	<b>0</b>	<b>123,223</b>	<b>81,485</b>
<b>Total Voluntary Income</b>	<b>123,223</b>	<b>169,656</b>	<b>292,879</b>	<b>229,586</b>

**3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES – OPERATION OF FARM**

Total Funds	2023 Unrestricted	2023 Restricted	2023 Total Funds	2022 £
Animal activities	904		904	414
Corporate Volunteering	63,441		63,441	38,869
Courses and Workshops	580	3,409	3,989	622
Misc	4,329		4,329	3,846
Hire of space	66,755		66,755	58,900
Sale of Farm Produce	16,449		16,449	17,245
	<b>152,459</b>	<b>3,409</b>	<b>155,868</b>	<b>119,896</b>

STEPNEY CITY FARM  
 COMPANY LIMITED BY GUARANTEE 06855753  
 ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

4. RESOURCES EXPENDED – CHARITABLE ACTIVITIES

	Unrestricted	Restricted	Designated	Total Funds	Total Funds
	£	£		2023	2022
Animals	16,923			16,923	13,095
Corporate	28,354			28,354	8,838
Gardening	41,695			41,695	7,098
Governance	800			800	750
Depreciation	0		11,114	11,114	11,114
Fundraising	0	10,823	0	10,823	9,680
Main	157,481	95,732	34,413	287,627	246,765
Farm education	10	36,845		36,856	19,397
Power To Change		0		0	9,915
	<b>245,263</b>	<b>143,400</b>	<b>45,527</b>	<b>434,191</b>	<b>326,652</b>

5. RESOURCES EXPENDED – FUNDRAISING COSTS

	2023	2022
	£	£
Cost of employee time + Fundraise costs	<b>10,823</b>	<b>9,680</b>
	<b>10,823</b>	<b>9,680</b>

6. NET INCOMING RESOURCES

Net resources are stated after charging:

	2023	2022
	£	£
Depreciation and disposal	<b>11,114</b>	11,114
Independent Examiner Fees	<b>800</b>	750
	<b>11,914</b>	<b>11,864</b>

7. DIRECTORS' REMUNERATION AND RELATED PARTY TRANSACTIONS

None of the Directors received any remuneration, other benefits or expenses for this or the previous year in any contract or transaction entered into by the Company during this or the previous year. No other person related to the Company had any personal interest

8. STAFF COSTS

	Unrestricted	Restricted	Total Funds	
			2023	2022
	£	£	£	£
Wages and Salaries	118,096	97,090	<b>215,186</b>	170,277
Social Security Costs	7,268	4,851	<b>12,119</b>	12,608
Employer Pension Costs	2,227	2,342	<b>4,569</b>	4,105
	<b>127,591</b>	<b>104,283</b>	<b>231,873</b>	186,990
Sub-contractor Fees	8,245	440	<b>8,685</b>	8,273
	<b>135,836</b>	<b>104,723</b>	<b>240,558</b>	195,263

No employee earned over £60,000 per annum in this or the previous year.

The total number of staff employed during the year was as follows:

	2023	2022
Directly engaged in activities	<b>11</b>	11
Support and management	<b>2</b>	2
Total	<b>13</b>	13

Note on staff costs: the total increase compared to 2022 is due to three staff members increasing their contracted days; a corresponding increase between corporate volunteering sessions and staffing; and a cost of living bonus for staff in August 2022.

STEPNEY CITY FARM  
 COMPANY LIMITED BY GUARANTEE 06855753  
 ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

9. TANGIBLE FIXED ASSETS

	Restricted		Unrestricted		Total U/R	Total.	Totals 2022 £
	Buildings	Fixtures Fittings & Equipment	Total	Fixtures Fittings & Equipment	Motor Vehicles	Total	
	£	£	£	£	£	£	£
<b>COST</b>							
At 1 April 2022	80,418	15,704	96,122	33,466	6,445	39,911	136,033
Additions	-	-	-	-	-	-	-
Disposals	-	-	-	-	-	-	-
At 31 March 2023	80,418	15,704	96,122	33,466	6,445	39,911	136,033
<b>DEPRECIATION</b>							
At 1 April 2022	56,294	15,704	71,998	26,528	6,445	32,973	104,971
Charge for the year	8,042	-	8,042	3,072	-	3,072	11,114
At 31 March 2023	64,336	15,704	80,040	29,600	6,445	36,045	116,085
			-				-
<b>NET BOOK VALUE AT 31 MARCH 2023</b>	16,082	-	16,082	3,866	-	3,866	19,948
NET BOOK VALUE AT 1 APRIL 2022	24,124	-	24,124	6,938	-	6,938	31,062

The Restricted Building/F&F are considered to be Unrestricted Assets and are shown as restricted only in the event of disposal

10. DEBTORS

	2023 £	2022 £
Trade Debtors	15,519	14,642
	<b>15,519</b>	<b>14,642</b>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade Creditors	15,421	11,869
Taxes and Social Security	4,169	2,280
	<b>19,591</b>	<b>14,149</b>

STEPNEY CITY FARM  
COMPANY LIMITED BY GUARANTEE 06855753  
ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

12. TOTAL FUNDS

	Balance 1 Apr 22	Incoming Resources	Outgoing Resources	Trf to U/R	Assets	Desg'd Site Fund	Balance 31 Mar 2023
<b>Farm Education/Youth</b>							
General	1,154	4,271	124	0	0	0	5,301
Ernest Cook	15,000	15,000	15,000	0	0	0	15,000
Tides	5,670	17,626	10,263	0	0	0	13,033
Ratcliff Trust	10,000	20,874	10,062	0	0	0	20,812
Jack Petchey	876	1,194	1,396	0	0	0	674
CMS	0	5,000	2,504	0	0	0	2,496
<b>Communities</b>							
Get Growing		8,078	17				8,061
Ocean Regeneration	2,708	5,000	6,688	0	0	0	1,020
Tower Hamlets Local Community	0	9,528	11,204	1,676	0	0	0
Canary Wharf Group	0	5,000	942	0	0	0	4,058
<b>CEO Salary</b>							
City Bridge	9,697	49,400	49,402	0	0	0	9,695
<b>General</b>							
Power to Change - Energy Costs	0	10,000	8,983				0 1,017
Tower Hamlets Carbon Reduction- Solar Panels	0	22,094	26,816	4,722			(0)
<b>Total</b>	<b>45,105</b>	<b>173,065</b>	<b>143,400</b>	<b>6,398</b>	<b>0</b>	<b>0</b>	<b>81,168</b>
Designated Fund – Tangible Assets	31,062	0	(11,114)	0	0	0	19,948
Designated Fund – Site Fund	43,800	0	(34,413)	0		0	9,387
General Reserve	126,496	276,427	(245,263)	(6,398)	0	0	151,261
<b>Total Unrestricted Funds</b>	<b>201,358</b>	<b>276,427</b>	<b>(290,791)</b>	<b>(6,398)</b>	<b>0</b>	<b>0</b>	<b>180,596</b>
<b>Total Funds</b>	<b>246,463</b>	<b>449,492</b>	<b>(434,191)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>261,764</b>

*Carried forward General education income, and grants from Ernest Cook Trust, Tides, and the Ratcliff Educational Foundation are to cover salaries in 2022-23 for the Schools Officer and Youth Programme Manager. Jack Petchey educational funding will be spent on tools and resources for Young Volunteers. CMS funding supported the role of Sunday Young Farmers Facilitator. Ocean Regeneration Trust, Canary Wharf Group, Tower Hamlets Local Community Fund and Get Growing funding are to cover the salary of our Community Programmes Manager. City Bridge Trust funding is a 5 year grant to cover the salary of the CEO.*

The Designated Fund for Depreciation provides a fund against which all depreciation of all tangible fixed assets is charged, thereby leaving the General Reserve unencumbered by any commitments.

STEPNEY CITY FARM  
COMPANY LIMITED BY GUARANTEE 06855753  
ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

13. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Tangible	Net	Totals
	Fixed Assets	Current Assets	
	£	£	£
<b>Restricted Funds</b>	0	81,168	81,168
<b>Unrestricted Funds</b>			0
Designated Fund – Tangible Assets	19,948	0	19,948
Designated Fund – Site Fund	9,387	0	9,387
General Reserve	0	151,261	151,261
	<b>29,335</b>	<b>151,261</b>	<b>180,596</b>
<b>Total Funds</b>	<b>29,335</b>	<b>232,429</b>	<b>261,764</b>

14 Comparatives for the Statement of Financial Activities  
For the year ended 31 March 2022

<b>INCOME AND ENDOWMENTS FROM</b>	Unrestricted	Restricted Funds	Designated Funds	Total
Voluntary Income	81,485	148,101		229,586
Charitable activities:				
Farming/Educational Activities	119,896	0	0	119,896
Investment Income:	0	0	0	0
Bank interest	159	0	0	159
<b>TOTAL</b>	<b>201,540</b>	<b>148,101</b>	<b>0</b>	<b>349,641</b>
<b>EXPENDITURE ON</b>				
Farming/Educational Activities	(168,997)	(140,496)	(17,159)	(326,652)
<b>NET INCOME FOR THE YEAR</b>	<b>32,543</b>	<b>7,605</b>	<b>(17,159)</b>	<b>22,989</b>
Transfer between funds	(13,472)	12,482	990	0
<b>RECONCILIATION OF FUNDS</b>				
Total funds brought forward	118,527	25,017	91,031	234,575
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>137,598</b>	<b>45,105</b>	<b>74,862</b>	<b>257,565</b>

STEPNEY CITY FARM  
 COMPANY LIMITED BY GUARANTEE 06855753  
 ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

**15 Allocation of support costs on Charitable Activities 2023**

<b>Costs</b>	<b>Salaries</b>	<b>Direct</b>	<b>Support</b>	<b>Governance</b>	<b>Total</b>
Animals	360	16,563	493	2	17,418
Staff Grants	69,397	37,158	95,074	386	202,015
Farm education	35,326	1,519	48,397	197	85,438
Gardening	38,683	3,012	52,995	215	94,905
<b>Totals</b>	<b>143,765</b>	<b>58,253</b>	<b>196,959</b>	<b>800</b>	<b>399,778</b>

Support costs have been allocated on the basis of direct labour costs paid per activity

Some staff costs are shown as part of the support figure. The total amount of staff expenditure is shown in note 8

**15 Allocation of support costs on Charitable Activities**

**2022**

<b>Costs continued</b>	<b>Salaries</b>	<b>Direct</b>	<b>Support</b>	<b>Governance</b>	<b>Total</b>
Animals	87	13,008	106	0	13,201
Staff Grants	95,541	10,452	116,489	546	223,029
Farm education	17,144	2,253	20,903	98	40,398
Power To Change	9,577	338	11,677	55	21,647
Greener Cities	2,376	2,814	2,897	14	8,101
Gardening	6,436	662	7,847	37	14,982
<b>Totals</b>	<b>131,161</b>	<b>29,527</b>	<b>159,919</b>	<b>750</b>	<b>321,357</b>

Support costs have been allocated on the basis of direct labour costs paid per activity

**STEPNEY CITY FARM**

England & Wales - Charity number 1136448

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# Accounts

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**Financial Statements and Directors' Report**

**For the year ended 31 March 2022**



**REGISTERED COMPANY NUMBER 06855753**

**REGISTERED CHARITY NUMBER 1136448**

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## Directors' Report

The Directors of Stepney City Farm (hereinafter referred to as the Farm or the Charity or the Company) present their Report and independently examined Financial Statements for the year ended 31 March 2022. The Report and Statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities and the provisions of the Statement of Recommended Practice: Accounting and Reporting by Charities applicable to charities preparing their accounts in accordance with FRS102 (effective 1 January 2015).

## Reference and Administrative Details

<b>Company Name</b>	Stepney City Farm
<b>Registered Company</b>	Number 06855753
<b>Registered Charity Number</b>	1136448
<b>Registered Office</b>	Stepney City Farm, Stepney Way, London, E1 3DG

### Directors and Trustees

The Directors of Stepney City Farm are also its Trustees for the purposes of charity law and are referred to throughout this Report as the Directors.

The Directors who held office during the year, unless otherwise indicated, were as follows:

Alice Thornton	Chair
Edward Gaze	Co-Treasurer
Neil Lambert	
Victoria Park	
Josephine Pertwee	
Thuy Ho Preuveneers	
Dr Catrina Prince	
Annabel Shipway	Co-Treasurer
Richard Thomas	
Dr Elizabeth Venables	

### Company Secretary

Clare Hawkins

### Bankers

The Co-operative Bank, 80 Cornhill, London EC3V 3NJ

Triodos Bank, Brunel House, 11 The Promenade, Clifton BS8 3NN

Shawbrook Bank Ltd, Lutea House, Warley Hill Business park, The Drive, Great Warley, Brentwood, Essex CM13 3BE

### Independent Examiner

Catherine Sullivan, 5 Marneys Close, Epsom KT18 7HR

## **Objectives and Activities**

The objects of the charity, as set out in its Articles of Association, are:

To promote, for the benefit of the inhabitants of Stepney and the surrounding area, the provision of facilities for recreation or other leisure time occupation, of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social and economic circumstance or for the public at large in the interests of social welfare and with the object of improving the conditions of lives of the said inhabitants. To provide or assist in the provision of facilities in the interests of social welfare for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity, disability, financial hardship or social circumstances with the object of improving the conditions of the lives of the said inhabitants. To advance the education of the public at large, in agriculture, horticulture, crafts, country life, protection and improvement of the natural environment through best environmental practices, especially by encouraging reduction, re-use and recycling, and related subjects.

## **Principal Activity**

The principal activity of the organisation in the year under review was to develop and run a city farm for the educational and social benefit of the residents of Stepney and surrounding areas in the London Borough of Tower Hamlets. We achieved this by using our resources to provide learning, recreational and volunteering opportunities for all ages.

## **Public Benefit**

The objects of the charity are for public benefit, specifically around the provision of educational and social opportunities related to food, farming and caring for the wider environment. We do not charge for the majority of our services to the community and in cases where we do charge we offer concessionary rates for those less able to pay. We ensure that our services and facilities are all wheelchair accessible and do not restrict benefits to those with particular personal characteristics.

The charity creates and maintains a life-long learning environment where local people and others further afield can gain knowledge, skills, confidence and learning opportunities through farm activities. In planning the Farm Business Plan and the activities taking place, the Directors pay due regard to the Charity Commission's guidance on public benefit.

## **Remuneration Policy**

All staff salaries including key staff are reviewed annually as part of an appraisal process conducted by their line manager. The CEO's appraisal is conducted by the Chair of Trustees. Salary increases are built into funding bids for those posts which are funded by grants. The Board of Trustees recently reviewed all salaries for parity across the staff pay levels.

**Other charities and related parties** There were no relationships between the charity and related parties that required disclosure. The Farm was a member of the following organisations as this was considered beneficial to achieving our objectives:

Capital Growth; East London Business Alliance; Social Farms & Gardens; London Food Link; London Community Resource Network; London Youth; London Environmental Educators Forum; The National Farmers' Union; Sustain; Volunteering England; National Council of Voluntary Organisations; The British Goat Society; The Permaculture LAND Network; The Stifford Centre (lead for consortium funding from the Tower Hamlets Community Fund); Volunteer Centre Tower Hamlets; Tower Hamlets Council for Voluntary Services.

## **Achievements and Performance**

### **Chief Executive's Summary**

Across 2021-22, activity on Stepney City Farm gradually increased and returned to normal in the wake of the Covid19 pandemic. Despite further periods of restrictions, we remained in a strong financial position due to the support of new and existing funders, and were able to nimbly adapt to changing circumstances thanks to processes and innovations put in place during the previous year.

April began with our second post-lockdown public reopening. Outdoor attractions, including farms, were the first to be able to welcome back visitors, and the demand after a long winter lockdown was evident; attendance reached a high of over 1,200 visitors for every Saturday in spring.

Group activities such as corporate volunteering, school workshops and tours, venue hires and children's parties took longer to pick up; but by autumn we were running at full capacity, and ended the year at around 50% of our normal annual targets for group events.

The team continued to make impressive progress with the development of the 1.5 acres of land reinstated to us by Crossrail before the pandemic. New infrastructure was installed, including water points for our new growing field and poultry area, new livestock fencing, and native hedgerows. An impressive dipping platform was built for the GLA funded wildlife pond completed in 2020-21, and in autumn we were finally able to tidy up the ruin of the Baptist Chapel in the north-west corner of the Farm - adding decking to create a new apiary viewable from Stepney Green.

We celebrated the end of 2021 with the Stepney Christmas Market, our first major public event in over two years. With additional space on the reinstated land, we were able to facilitate 34 stalls of craft, food, and seasonal produce. The festive atmosphere was completed with a brass band, and our current café team recorded their busiest day since opening in 2020.

2021-22 was also a year of transition, as we bid farewell to Food Grower Billy Styles, and Schools and Communications Officer Siobhan Brown - key members of the team who were pivotal in managing the challenges of the pandemic through digital development and the expansion of enterprise. We have been delighted to welcome Danielle Stennett as our new Food Grower and Rosie Mercer as our new Schools Officer, as well as recruiting former Trainee, Alan Stepney, into a new Food Growing Assistant role. As we head into 2022-23, we are excited to see how their skills and experience will contribute to the ongoing development of the Farm alongside our longstanding and dedicated team members, and are looking forward to a full speed year ahead.

- Clare Hawkins, Chief Executive

### **Promoting animal welfare and ethical farming practices**

The Farm continued to promote ethical and sustainable animal farming practices, and to educate urban residents on the origins of meat and other food produce through high welfare animal husbandry and the sale of meat.

Farm Yard Manager Tom Goody oversaw animal care and upheld high standards, including carrying out daily animal health checks; routine health care procedures; maintaining an inventory of medicines and equipment; training and managing a range of volunteers; and managing the educational and wellbeing aspects of working with the animals. In 2021-22, we were delighted to be awarded an unprecedented fourth year of funding from the Worshipful Company of Wax Chandlers to support Tom's role, in light of the ongoing impact of the pandemic.

In spring, the Ryland and Soay sheep all produced healthy lambs; one ram lamb had markings which were so unusual and appealing, that Tom decided to enter him at the Melton Mowbray Rare Breed Show. It was the Farm's first time in many years selling livestock at auction, and it went well; the ram lamb was bought along with another of our rams, and they both went to start new Soay flocks at other smallholdings. Tom also bought a Manx Loaghtan ewe lamb called Ruby at the show; she has joined Manx Loaghtans Jasper and Mara to diversify the flock bloodlines, and will begin breeding in 2023.

Sadly, it was a less successful year for our herd of Anglo Nubian goats. Nannie goat Jazz became unwell not long before giving birth to four kids. Despite veterinary care, she didn't survive for long after the births, and two of the kids died soon after. Quadruplets are incredibly rare in goats, and unfortunately Jazz suffered from complications arising from this unusual pregnancy. We are however pleased to have her surviving kids, who have joined their aunts, and will stay as permanent members of the herd.

At Easter, we reintroduced quail to the Farm after many years. Staff and volunteers all enjoyed watching them grow and laying their first eggs. The now adult quail live in our new poultry area, and their eggs are on sale daily in the self-service shop.

2021 also saw the arrival of a new litter of piglets, bought in after breeding sow Kat was unable to conceive. Kat will remain on the Farm with us, but is now joined by Plum, who will be the new breeding sow from 2023.

Our Open Volunteer sessions, (now referred to as Greencare Volunteering sessions), provide one of our key entry routes for training and best practice in animal care. After being suspended for most of 2020-21, the group was back in full swing for 2021-22. Sessions run twice a week, and participants can assist with tasks including feeding, mucking out and grooming, as well as learning about careers and opportunities in animal care from the Farm Yard Manager.

2021 also brought an exciting new partnership. Tech start-up Mana Biosystems approached the Farm about running a pilot black soldier fly farming project on site in spring, allowing them to test new technology to optimise soldier fly breeding conditions to produce sustainable poultry feed, and ultimately to roll it out on a large scale in Kenya. The project has been a huge success, and in return, our lucky chickens have been getting all the nutritious protein-rich fly larvae they can eat!

### **Food Growing**

In 2021-22, funding provided to us through Power to Change's Community Business Fund to develop our food growing as a financially sustainable social enterprise came to an end. We achieved a similar level of earned income to the previous year, at around £17K. Although this doesn't balance the cost of the Food Grower salary as originally hoped, the Board have agreed that the ongoing investment in food growing on site for the benefit of the local community is in line with our charitable objectives. Part way through the year, we were also very fortunate to receive £20K of funding toward the Food Grower salary from Vanguard via CAF America, giving a little more financial leeway to navigate the ongoing impacts of the pandemic and a transition in staffing.

With corporate volunteering bookings not recovering until autumn, it was a challenging year to stay on top of essential site operations in peak season, with less help available than usual for compost turning, weeding, pruning, mulching, and watering. This may have impacted on productivity, but without a normal year so far on the expanded site for comparison, it remains to be seen whether a higher level of income can be achieved. We were, however, very grateful to have £5K of outstanding Section 106 funding reallocated in 2021 to allow us to extend hose points to the new growing site, making daily watering far more efficient and manageable.

Food Grower Billy Styles left us at the end of 2021 after two and a half years in post. Billy had played a major role in the development of the expanded site for food growing, as well as initiating some key partnerships with chefs. Restaurant orders were still down at the beginning of 2021 due to the second lockdown, but thanks to new relationships which Billy negotiated, including with the Light Bar in Shoreditch and Townsend at the Whitechapel Gallery, sales across the summer were steady. The online click and collect veg box scheme which gained popularity during 2020 also continued to do well, providing an affordable outlet for the local community to access our produce. We also achieved record sales of potted herbs and plants for home food growing.

In summer 2021, our voluntary Food Growing Traineeships were able to recommence, providing hands-on training and formal teaching for people of all ages looking to transition to a career in market gardening. Following the cancellation of the programme in 2020, Trainee Alan Stepney returned for a new year, and at the end of the summer, as our activities began to return to full capacity, we were able to offer Alan a paid role supporting Billy. When Billy left us at the end of the year, Alan provided invaluable continuity during the induction of Danielle Stennett as our new Food Grower. Danielle hit the ground running in January, and brings a wealth of new experience, including her degree in biological science, a diploma in horticulture, and a year-long Traineeship at Sutton Community Garden. Combined with other further training and volunteer roles, Danielle also has a year of training in animal care – making her a wonderful multi-skilled addition to the team.

In May, capacity for our Tower Hamlets Local Community funded Open Volunteer sessions was increased to include the whole group on both days, after being delivered for much of lockdown in a pared down format, splitting the group across Tuesday and Thursday. These sessions had been run on a drop in basis prior to the pandemic, but it had become increasingly challenging to manage a large number of first-time or one-off participants alongside regular attendees. It was therefore decided to invite and induct new participants willing to make a regular commitment post-lockdown, to slowly expand the group and create a more stable dynamic. Up to 25 people now regularly attend, and the programme is now referred to as Greencare Volunteering Sessions, rather than Open Volunteers.

The Farm's allotment plots, let to Tower Hamlets residents at the nominal rate of £40 per annum, continued to be highly popular and oversubscribed. The waiting list has now been closed for several years, with an established community of plot holders making excellent use of the spaces with minimal turnover. There is, however, a huge demand for growing space, so to widen opportunities for participation, in 2021 we successfully applied to Ocean Regeneration Trust for funding to expand our Community Beds programme. This consists of the allocation of beds to community organisations whose service users can access them for therapeutic community growing projects. Greencare Coordinator Nicki Carter took on management of the programme, and worked to re-establish relationships with previous community bed holders who had disengaged during lockdown, and to build and allocate five new raised community beds on the expanded site. Farm volunteers and members of the community groups were involved throughout the build process, including the Womens' Inclusive Team (supporting BAME communities in Tower Hamlets through youth programmes, women's empowerment projects, mental health support, food bank and community kitchen); The John Howard Centre (specialist forensic psychiatric services for the City of London and the London Boroughs of Hackney, Tower Hamlets, Newham, Waltham Forest, Redbridge, Havering and Barking and Dagenham); and Praxis, (supporting asylum seekers and refugees).

Other new groups that will be using the community beds include Stitches in Time (supporting BAME, long-term unemployed women with English as a second language, and elderly people); and Idea Store Learning, (a group that runs ESOL classes in Tower Hamlets). The learners from The Idea Store are excited about the prospect of growing food from their respective home countries, and will also use their plot to grow flowers. Existing bed users include Apasen (supporting adults with learning

disabilities); Hestia (supporting survivors of domestic violence and abuse); Stepney Community Trust (a local community group made up of women and children from the local area); and Ocean Women (a long-standing social group for Bangladeshi women from the Ocean estate). Collaborations that are still being organised include working with Blindaid - a charity that supports visually impaired people in Tower Hamlets - and a collaboration with medical students who are setting up a wellbeing group for people with diabetes.

Organic Acceptability Ratings criteria continued to be adhered to across all growing activities on the Farm, with no artificial fertilisers or pesticides used in our growing practices. In summer 2021, we were excited to partner with charity Get Out to deliver two Permaculture courses with an accessible pricing scale. The courses were delivered on site at the Farm and at the Get Out site in Tower Hamlets, and received excellent feedback from participants.

### **Youth; Education; and Outreach**

The pandemic continued to impact programming long after the initial lockdown of 2020, and unfortunately in early 2021 due to related council budget cuts, the Farm lost our schools programme funding, which had been consistently awarded to us for 8 years.

With our three-year GLA funding for secondary schools and youth work also due to end in September 2021, we decided to take this opportunity to review educational activities and seek a new long-term funding partner for a combined programme of activity for schools, children and young people, to commence in 2022-23.

In the interim, we were extremely grateful to be awarded £25,000 by the Garfield Weston Foundation to bridge the gap in funding for our core educational programmes across 2021-22. This funding enabled us to be responsive and adapt to changing circumstances, best meeting the demand for our educational services within specific restrictions at any time.

Our on-site curriculum-linked workshops and hands-on farming activity sessions for school groups were able to continue. We developed our digital capacity to encompass virtual visits and online learning resources, presenting a hybrid offer which allowed staff to easily toggle between on site and remote delivery as needed. A range of longer term engagement projects remained available to book, including egg hatching programmes; nursery packages; and after school farming and gardening projects using our dedicated Children's Garden. We were also able to be reactive to new demand by facilitating sessions for home-schooled children, as well as Beaver, Scouts, and Rainbows groups. We supplemented the schools offer with monthly family volunteering days, increasing opportunities for our largest visitor demographic to learn together outdoors and to develop new social connections in the wake of lockdown.

In autumn 2021, our Schools and Communications Officer, Siobhan Brown, moved onto the next stage of her career, being accepted onto a PGDE to train to be a teacher. Siobhan's contribution was instrumental in the Farm not just surviving but thriving during the pandemic, when she implemented a wide digital offer and nimbly adapted her role to take on a funded food distribution programme. We were sorry to see her go, but have been delighted to appoint Rosie Mercer as our new Schools Officer. Rosie had been volunteering with the Farm for several months, having worked for three years as Environmental Coordinator for the Liverpool Guild of Students, before living and working on Sadeh Farm in Kent. We were excited to be able to give Rosie the opportunity to progress at the Farm, and we're enjoying the all-round benefit of her excellent experience in horticulture, managing volunteers, and working with children.

Different levels of Covid19 restrictions across 2021 made bookings precarious as teachers struggled to secure permission for offsite activities. In the first quarter, only 271 children attended tours and workshops; however, this increased steadily as the year progressed, and between January-March 2022,

817 children attended. Retaining our expert outdoor education staffing posts meant that we were prepared when bookings sharply increased in spring; Rosie hit the ground running when the groups returned in force in March, and we are now back on track to welcome our usual annual target of 5,000 school children in 2022-23.

While bookings for school activities continued to recover, we were able to channel additional capacity into meeting the consistently high demand for work experience placements and extra-curricular youth work, including creating more opportunities for those in need of mandatory T Level vocational placements. Our first ever summer work experience programme was a great success; students completed a placement on the Farm contributing to their animal care courses, including four students on long-term work placements from The Complete Works, and 17 students from New City College who had recently arrived in the UK and were learning English as an Additional Language. Our next cohort is now being recruited for 2022.

In total over 180 young people volunteered, carried out work experience, or gained a qualification across the year. The most popular activities were animal care – feeding, socialising new animals, and grooming. Asked what they'll remember from the experience, one young person said, "Having fun, feeling like part of a team, being able to help the animals". Another said, "Many things, from proper chicken-handling to how to clip a ferret's nails. I enjoyed every bit of it and will hold onto these memories for years to come."

Youth Programme Manager Alex Collings summarised the Youth programme highlights of the year:

- *"Seeing connections and friendships develop between young people at the Farm. Hearing young people praise each other for the ways they have grown and taken on challenges at the Farm.*
- *"Launching a new three-month, 100-hour, structured work experience programme with a focus on animal care skills and careers.*
- *"Seeing young people being accepted onto BTECs in Land Based Studies, animal care courses at colleges or veterinary courses, using their work experience at the Farm as part of their application.*
- *"Students telling us that volunteering has helped them with their social and organisational skills, giving them the confidence to move into independent work.*

One of our proudest achievements of the year has been the progression of one work experience student to a 6-month paid Kickstart placement at the Farm.

42 young people took part in structured volunteering sessions, coming to us through partnerships with local schools and alternative education providers. Five young people completed a certificate in Small Animal Care, and four completed an ASDAN award.

44 Young Farmers aged 12-17 helped us to run the Farm on Sundays, contributing over 2,000 volunteer hours during 91 on-site sessions and 3 online sessions. Three of the group received a Jack Petchey Achievement Award. Young people wanted to learn more about careers in animal care, and were keen to get more information and make links with professionals working in this field. To this end, we were able to facilitate a trip for our Young Farmers to a commercial organic farm in Oxford.

We were also able to be responsive to new small project opportunities and partnerships, including with the Construction Youth Trust and the Craft College. Three groups from these organisations came to build benches and fix community beds on the Farm, learning and putting into practice carpentry and workplace skills.

Other significant achievements in education programming across the year include the completion of our new pond dipping platform, built to facilitate a new set of workshops designed around the wildlife pond funded by the GLA last year. New equipment has been bought, and the first few sessions are booked in for May 2022.

In the early part of 2022, we were absolutely delighted to learn that a bid for The Ernest Cook Trust's Outdoor Educator fund had been successful. The Farm has been awarded £15,000 per annum for three years to support our two Outdoor Education posts, securing the Schools and Youth programmes until 2025. Funding has been matched in 2022-23 by BlackRock Gives (via TIDES), and the Ratcliff Educational Foundation.

### **Cafe and Farm Shop**

May 2021 saw the first anniversary of the opening of The Allotment Kitchen, run by Betty Gilbert and Lucy Cuthbert. After a challenging start, launching as a takeaway service at the beginning of the first lockdown, this latest establishment of the Farm cafe has gone from strength to strength. Thanks to the beautiful outdoor seating area, it has proven to be a popular choice in the wake of the pandemic for both walk-in visitors and for events, including several wedding receptions. The delicious seasonal menu, changing on a daily basis and using top quality suppliers alongside Farm grown ingredients, has earned them phenomenal ratings and reviews. Initially a haven for locals working from home, the café now attracts customers from the wider London area, and is proving an asset to the site in terms of the Farm's general attendance and reputation.

After assisting with the launch of The Allotment Kitchen in 2020, local supporter and well known chef Ben Tish returned in August 2021 to run a summer supper club with the Farm and café team, as part of a book launch. The event sold out and was a huge success, giving The Allotment Kitchen an additional boost and further raising their profile.

In 2022-23, a new partnership with local women's food enterprise Deshi Shad, run by Stitches in Time, will see regular bank holiday pop-up events and supper clubs featuring traditional Bangladeshi cooking in the space; and a collaboration with zero-waste champions Oddbox is planned for a *pay what you can* supper club.

### **Onsite Studios**

Since 2013, the Farm has supported and promoted a range of rural arts and crafts through the provision of three affordable workshop spaces in a bespoke studio building. Across 2021-22, the workshops were occupied by a pottery run by Jess Jos Ceramics; a green wood working shop run by Barn the Spoon; and by landscape painter Georgie Mason, who incorporates natural materials from the Farm into her work.

Resident artists provide courses and workshops for participants of all levels of experience and ability, and the rental of the spaces provides an essential unrestricted income stream for the charity. After a difficult period during the pandemic, all of the artists were ultimately able to sustain their businesses, and are now running additional sessions to catch up on postponed bookings. All residents have been able to launch additional enterprises in recent years including off site events, children's classes, and retail spaces in other locations. The pottery occasionally have a seconds sale at the Farm, and recently queues have begun to form all the way around the site for these events.

### **Access and Visitor Experience**

Thanks to generous public donations and the support of our funders, the Farm remains free and accessible for all visitors to enjoy six days a week, as a community hub; a unique educational resource; and a leisure opportunity in the urban heart of Tower Hamlets.

Across the year we continued to develop the area of land returned to us by Crossrail in late 2019. New water points were installed in the growing area, poultry area, and animal fields. Electricity was extended to the west side of the site so that the Saturday Farmer's Market could relocate to the new driveway, giving more space for stalls, a better layout, and reducing the bottleneck of visitors which we had been

experiencing around the café and yard area. Temporary internal fencing was replaced by new post and rail fencing, and around 500 tree and hedgerow saplings were planted up around the fields. A stony verge alongside the driveway was turfed, and five new community beds were built on it with the funding from the Ocean Regeneration Trust. Corporate volunteers painted our shipping container, and helped us to build a new field shelter. A large dipping platform was built for the new wildlife pond using the last of our GLA Greener Cities funding, and the ruined Baptist Chapel which stands in the north-west corner of the site was tidied up after a decade fenced off and neglected on the Crossrail site. A decking platform was installed inside the ruin to give a level surface, and two new bee hives were relocated there from a site in Poplar. The public can now view our beekeeper at work in the chapel from the street, and the amount of interest this has generated has led to him running small weekly educational group sessions with the public and volunteers.

A new partnership with Hands On London brought 50 volunteers to the Farm to build insect hotels in summer 2021. These have been located across the capital to create a bug 'super highway', with two on site at the Farm. Following this, Hands On London returned to help us to repair some of our old community beds, which are now back in use for therapeutic gardening projects, and are being managed alongside the newly built beds.

Across the year, a new Diversity Action group comprised of staff and Trustees met monthly to discuss topics including access and inclusion. Several tangible outcomes have already derived from the group, including the installation of new directional signs around the perimeter of the Farm, letting passers-by know that we're free and open to visit; and new road painting at the main entrance, welcoming people to the Farm. The group continues to meet, with current discussions focused around organisational culture and governance.

We were delighted that by autumn 2021 corporate volunteering groups had begun to return to the Farm. Corporate volunteering events help to maintain regular operations, and enable the Farm to do major improvement works which would not otherwise be financially or practically viable. In total, 50 groups attended in 2021-22, and by winter they had helped us to fully catch up on the backlog of site maintenance tasks from lockdown, including pruning, weeding, and clearing overgrowth from paths.

The Ocean Regeneration Trust grant for the community beds project also included the implementation of a new programme of volunteering opportunities, engaging members of the local community with the Farm. Since November, sessions have run on Saturdays twice a month, and have met the demand for one-off or drop in volunteering which was previously catered for through the Open volunteering sessions, (now refocused on therapeutic greencare, and those wanting to make a regular commitment). The new sessions have proven very popular, and the long backlog of volunteering enquiries which had accumulated post-lockdown has now been completely cleared.

After the first lockdown in 2020, the Farm had reopened with funding for full time front of house staff to manage Covid19 rules on site. These posts made such an impact in terms of visitor experience and fundraising, that when the funding ended, two permanent Saturday positions were retained to work with the public on our busiest day of the week. The additional income generated by sales and donations has made this sustainable, and these roles have become indispensable as visitor numbers continue to grow - in part due to people seeking outdoor opportunities in the wake of lockdown, and now also due to a demand for free activities in light of the onset of the cost of living crisis.

During the week, visitors can help themselves in our 'self-service' honesty shop, where produce, animal food, eggs and compost are available to buy. Contactless donation machines funded by the Tower Hill Trust in 2020 have made this much more efficient, and have drastically reduced the number of enquiries dealt with by staff in the office.

This year thanks to our strong reserves position, the Farm was also able to invest in a range of necessary preventative and remedial maintenance projects, as well as some additional improvements to visitor experience. This included the renewal of the fixed electrical certification for all buildings; remedial works to emergency lighting systems; and the scheduled replacement of all fire extinguishers on site. Increased footfall has been catered for by the purchase of eight new picnic tables for the yard, and the addition of the Garden Deck - built as a covered picnic area and group activity venue after the second lockdown. Often every seating area, table and bench on the Farm is occupied by visitors and groups, including families, school children, volunteers, and community groups. We love seeing how the Farm brings people together, and the buzz on a busy day makes it all worthwhile.

**Reviews across 2021-22:**

*"What a wonderful place, only a 10 minutes walk from Stepney Green underground station. The animals are very friendly and it was great fun feeding them. You can also purchase fruit and veg that have been grown here. There are toilets and a cafe here as well. We really enjoyed our visit."*

*"Great place to spend an afternoon in the east end. Seeing a working farm amongst the urban sprawl is as refreshing as you'd expect (and as smelly!) the animals are lovely, you can buy a bag of feed for £1 and to top it off the food is as nice as the surroundings."*

*"Love this place; an oasis of rural farm life in the middle of East London. If you have young kids and live in the area it will quickly become a regular destination."*

*"A little gem if you live near Stepney. A beautiful and clean farm, with animals, plants and cafe. There are workshops and volunteer sessions if you want to be more engaged."*

*"Wonderful resource for locals and children. Plenty of animals to see including my favourites the goats! Cafe with food & drinks and outdoor sunny seating which I'm told is independently run now! Allotment plots for local people on peppercorn rents... quite a lot going on here... workshop units for local craftymen/women ... small farmers mkt on Saturdays that has improved over the years too! They've reclaimed land from Crossrail few years ago so built a lovely pond by the sheep! Really changed dramatically from a long time ago... when I remember it was in danger of closing..."*

*"Friendly staff great choice in fresh food. Very clean and so many different things to enjoy as well as the animals...."*

*"My wife and I moved in nearby in the midst of the pandemic, and would walk around the outside of the farm on weekdays. We were delighted to discover that they were open on Saturdays with a Farmer's market. We have gone and bought groceries every weekend since then from the friendly vendors and have interacted with the farm volunteers. The cafe sells delicious food and drinks, and the whole experience really helped us be less lonely during the lockdown and we will still go for the foreseeable future."*

## **Structure, Governance and Management**

### **Governing Document**

Stepney City Farm was incorporated on 23 March 2009 as a Company Limited by Guarantee without a Share Capital. The Company was then registered as a charity on 10 June 2010. The Company was established under a Memorandum of Association that defined its objects and powers. It is governed by its Articles of Association, under which each Member is required to contribute an amount not exceeding £10 towards the liabilities of the Company in the event of it being wound up whilst they are Members, or within one year of their ceasing to be Members.

### **Directors**

The Directors who held office during the year, unless otherwise indicated, are set out on page 3. As the Company is limited by guarantee and has no issued share capital, none of the Directors hold any beneficial interest in the charitable Company.

### **Recruitment and Appointment of Directors**

Directors are usually recruited from residents or persons working within the London Borough of Tower Hamlets. They are expected to take a specific interest in an area of the Farm's activities and/ or to have relevant professional expertise.

In accordance with the Articles of Association of the Company, a third of the Directors, those who are the longest serving, are required to retire from office at every third Annual General Meeting (AGM) but, if eligible, may offer themselves for re-election.

### **Induction and Training of Directors**

The charity has produced an induction pack for all new Directors, which will include the latest annual report and accounts, a summary of current policies, the memorandum and articles, operational plans and financial forecasts. They are given opportunities to meet other Directors and senior staff to provide insight into the management and operations of the charity. Training is mainly provided through briefing sessions at Board meetings as issues arise; for example, over updated legal and regulatory requirements. There are also opportunities offered for further training from external providers over the year.

### **Organisational Structure**

The Directors operate through a Board comprising themselves and, with no voting rights, the Farm Director and external advisers. The Board is responsible for the overall governance of the charity and guiding its strategic direction. It meets every other month.

The Chief Executive has overall responsibility for Farm operations and delivering organisational strategy, and has the power to delegate spending authority to individual budget holders on the staff faculty, who report to the Chief Executive monthly. Induction processes are in place for all Farm workers including staff, volunteers in all volunteer streams and work experience students. There is a permanently contracted member of staff for every day of the week responsible for overseeing animal care, site operations, health and safety (morning and evening site check, first aid, hygiene) and security on their given day(s).

## **Risk Review**

The Board has reviewed the principal areas of the organisation's operations and considered the major risks that may arise in each of these areas. In the opinion of the Directors, the charity has established resources and reviews that, under normal conditions, should allow the risks identified by them to be mitigated to an acceptable level in its day-to-day operations.

## **Financial Review**

### **Results for the year**

The results of the year and financial position of the Company are shown in the accompanying Financial Statements.

The Statement of Financial Activities shows a net surplus for the year of £22,989 (net surplus of £81,718 in 2020/21). This surplus has been achieved through the recovery of earned income streams following the lifting of Covid19 restrictions, and through successful fundraising.

Total unrestricted incoming resources were £201,540 (£202,898 in 2020/21) and total restricted incoming resources were £148,101 (£176,315 in 2020-21). This was raised from a combination of sales, corporate volunteering days, donations and grant funding. Total resources expended from unrestricted funds were £180,111 (£133,080 in 2020/21) and total resources expended from restricted funds were £140,496 (£164,415 in 2020/21).

### **Donations in Kind**

The Farm has received some donations of goods and services: most notably in 2021/22, several tonnes of woodchip and logs from various arborists, and a large quantity of railway sleepers from Lawsons.

The donations in kind have not been valued in the accounts because the charity wouldn't have bought them if they hadn't been donated.

### **Grants and Donations**

Thank you to A+E Educational Foundation; BlackRock Gives; CAF America; City Bridge Trust; the Fan Makers' Company; Garfield Weston Foundation; Greater London Authority (Young London Inspired and Greener Cities funds); Jack Petchey Foundation; London Borough of Tower Hamlets (The Local Community Fund); Ocean Regeneration Trust; Power to Change (Community Business Fund); Ratcliff Educational Foundation; TIDES; Vanguard; and the Wax Chandlers' Company.

Thank you to the companies who supported the Farm this year through our Corporate Volunteering programme:

AND Digital; BlackRock; Bupa; Chaucer; Citi Bank; Credit Suisse; ELBA; Freshfields Bruckhaus Deringer LLP; Gemini; Hg Capital; HSBC; JLL; JP Morgan; Liftoff; Lloyds; Lloyds: Arch Insurance; Network Rail; NHS; S&P Global; Société Générale; State Street; T Rowe Price; Tideway; UBS; Verco Advisory Services Ltd; and Wavestone.

There were also many anonymous donations from individual visitors for which we are extremely grateful. Thank you to everyone who dropped a pound in the donations box; used the contactless donation machines; or contributed by text or online via Easy Fundraising, Just Giving or My Donate; attended yoga sessions; held a children's party or venue hire at the Farm; or bought Farm produce.

All at Stepney City Farm are very grateful for all donations and grants received and we thank our funders for their support.

### **Investments**

The Farm does not currently hold any investments.

### **Reserves and Funds**

Free reserves are the balance of resources under the Company's unrestricted Funds to spend at the Chief Executive's discretion, with the oversight of the Board of Trustees, in furtherance of the Company's charitable objects, once the stated value of fixed assets and any other amounts already committed have been deducted. The free reserves at 31 March 2022 were £201,358 (£198,456 at 31 March 2021).

Reserves had been increased during the previous year (2020-21) through additional fundraising; this was considered prudent given the ongoing Covid19 crisis and the unknown impact of this on earned income in the year ahead. We therefore began 2021-22 above our reserves target of 3 months operating costs.

In 2021-22, given ongoing Covid19 restrictions and lockdowns, the worst case scenario budget had been forecast. This included no income from corporate volunteering events or hires; however, these income streams did begin to recover in the third quarter of the year. This recovery, coupled with additional unanticipated grant success across the year, meant that we saw a slight increase in reserves by year-end, rather than a forecast decrease.

Trustees do not consider it wise to spend down excess reserves at this time, in light of the escalating economic crisis. Predicted further increases in the cost of energy, materials, and the possible need to be able to offer further cost of living increases for staff have all been taken into account in this decision. It has also been factored in that our major core grant from City Bridge Trust (circa £48K p/a for 5 years) will end in 2023. The situation will be assessed again at the end of 2022-23.

£52,000 was ring-fenced for the development of the expanded site at the end of 2020-21. This designated fund now stands at £43,800. The bulk of the expenditure will begin when the new 10 year site lease is finalised in 2022-23 Q2.

A review of the adequacy of these reserves is made annually, normally at budget approval, and at any other times the Directors consider prudent.

### **Financial sustainability**

The Directors consider the organisation to be sustainable for the following reasons:

All staff roles for 2022-23 either have funding in place, or can be reasonably expected to be fully funded via other income streams or funding applications;

The policy of including a contribution to overheads in each funding application has ensured that essential utilities and other premises costs are covered.

### **Plans for Future Periods**

In 2022-23, we will continue to work toward the objectives of the 3 year business plan drafted in early 2020. Our vision is refined across three key areas:

- *The Farm as a beacon of rural and environmental education in Tower Hamlets, with a particular focus on food systems and encouraging sustainable living practices.*
- *The Farm as the heart of our diverse local community; an inclusive space offering 'something for everyone', connecting people through farming.*

- *The Farm as a centre of support for healthy living in Tower Hamlets; including the promotion of healthy eating, good physical health, and good mental health.*

The operational plans for the delivery of our vision remain under review due to the changing circumstances of the pandemic; however, we have made good progress toward achieving many of our objectives in 2021-22, and in 2022-23 will be prioritising:

- Completing the new infrastructure on the expanded site;
- Continuous improvement of site accessibility and visitor experience;
- Working with Tower Hamlets Council to most effectively deploy new funds allocated to improve the accessibility of site facilities and to improve energy efficiency;
- Planning for the future financial sustainability of the Farm beyond August 2023 when core City Bridge Trust funding will end.

The Farm's 10 year lease is due for renewal in 2022, and we expect this to be completed by the second quarter.

#### **Statement of Directors' Responsibilities**

The Directors are responsible for preparing the Annual Report and the Financial Statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare Financial Statements for each financial year. Under that law the Directors have elected to prepare the Financial Statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The Financial Statements are required by law to give a true and fair view of the state of affairs of the Company and of the incoming resources and application of resources, including income and expenditure, for that year. In preparing those Financial Statements the Directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the Financial Statements.
- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the Company will continue to operate.

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Company and to enable them to ensure that the Financial Statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for prevention and detection of fraud and other irregularities.

**Audit Exemption**

The Directors have decided to take advantage of the audit exemption provisions of the Companies Act 2006. Under the provisions of section 145 of the Charities Act 2011, Catherine Sullivan has been appointed as Independent Examiner. Her report is shown on page 18.

This Report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (the FRS102) (effective 1 January 2015), and in accordance with the special provisions of section 415A of the Companies Act 2006 relating to small companies.

Approved by the Directors on the following date and signed on their behalf by:

Alice Thornton ..... Date: 10/10/2022

Alice Thornton, Chair

## Independent examiner's report on the accounts

**Report to the trustees of Stepney City Farm (Charity number: 1136448), on accounts for the year ended 31 March 2022.**

### Responsibilities and basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 March 2022, as set out on pages 21 to 26.

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

### Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants of England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:



Date: 21/10/22

Catherine Sullivan FCA, DipCHA

Beresford Marney Limited, 5 Marneys Close, Epsom, Kt18 7HR

STEPNEY CITY FARM  
COMPANY LIMITED BY GUARANTEE 06855753  
ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

**Statement of Financial Activities**  
For the year ended 31 March 2022

	Note	Unrestricted Funds	Restricted Funds	Designated Funds	Total Funds 2022	Total Funds 2021
		£			£	£
<b>INCOMING RESOURCES</b>						
<b>Incoming resources from generated funds</b>						
Voluntary Income	2	81,485	148,101	0	229,586	323,383
Investment Income – bank interest		159	0	0	159	297
<b>Total Incoming Resources from generated funds</b>		<b>81,644</b>	<b>148,101</b>	<b>0</b>	<b>229,745</b>	<b>323,680</b>
<b>Incoming resources from charitable activities</b>	3	<b>119,896</b>	<b>0</b>		<b>119,896</b>	<b>55,533</b>
<b>Total Incoming Resources</b>		<b>201,540</b>	<b>148,101</b>	<b>0</b>	<b>349,641</b>	<b>379,213</b>
<b>RESOURCES EXPENDED</b>						
<b>Charitable activities:</b>	4	(168,997)	(130,816)	(17,159)	(316,972)	(286,159)
<b>Fundraising Costs</b>	5	0	(9,680)	0	(9,680)	(11,336)
<b>Total resources expended</b>		<b>(168,997)</b>	<b>(140,496)</b>	<b>(17,159)</b>	<b>(326,652)</b>	<b>(297,495)</b>
<b>NET INCOME FOR THE YEAR</b>		<b>32,543</b>	<b>7,605</b>	<b>(17,159)</b>	<b>22,989</b>	<b>81,718</b>
Transfer Funds		(13,472)	12,482	990	0	
<b>RECONCILIATION OF FUNDS</b>						
Total funds brought forward		107,425	25,017	91,031	223,473	141,755
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>126,496</b>	<b>45,105</b>	<b>74,862</b>	<b>246,463</b>	<b>223,473</b>

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared. All of the above amounts relate to continuing activities.

STEPNEY CITY FARM  
 COMPANY LIMITED BY GUARANTEE 06855753  
 ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

Balance Sheet as at 31 March 2022	Note	2022		Total Funds
		£	£	2021
<b>FIXED ASSETS</b>				£
Tangible assets	9		31,062	39,031
<b>CURRENT ASSETS</b>				
Debtors	10	14,642		28,620
Cash at bank and in hand		214,907		174,602
		229,549		203,222
<b>CREDITORS: Amounts falling due within one year</b>	11	(14,149)		(18,780)
<b>NET CURRENT ASSETS</b>			215,400	184,442
<b>NET ASSETS</b>	13		246,462	<b>223,473</b>
<b>RESERVES</b>	12			
Unrestricted funds:				
General reserve		126,496		107,425
Designated Fund Depn		31,062		39,031
Designated Site Fund		43,800		52,000
			201,358	198,456
				<b>198,456</b>
Restricted Funds			45,104	25,017
<b>TOTAL FUNDS</b>			<b>246,462</b>	<b>223,473</b>

The Directors are satisfied that the Company is entitled to exemption from the provisions of the Companies Act 2006 relating to the audit of the accounts for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Companies Act 2006. However, in accordance with section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report appears on page 21.

The Directors acknowledge their responsibilities for:

- (i) ensuring that the Company keeps proper accounting records which comply with section 386 of the Companies Act 2006, and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the Company as at the end of the financial year and of its surplus or deficit for the financial year in accordance with the requirements of section 396, and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the Company.

These Financial Statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the Directors on the following date and signed on their behalf by:



Edward Gaze  
 Treasurer

14 October 2022

STEPNEY CITY FARM  
COMPANY LIMITED BY GUARANTEE 06855753  
ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

2. INCOMING RESOURCES FROM GENERATED FUNDS – VOLUNTARY INCOME

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
London Borough of Tower Hamlets – Mainstream Grant		0	0	14,766
Ernest Cook Trust		15,000	15,000	0
Ratcliff Trust		10,000	10,000	0
Farm Education		1,154	1,154	0
City Bridge Trust		48,400	48,400	80,814
GLA		5,281	5,281	26,407
Martin Lewis		0	0	5,000
Ocean Regeneration		4,953	4,953	0
GLA Greener Cities		5,418	5,418	13,759
Tides		5,670	5,670	0
Vanguard		19,943	19,943	0
Jack Petchey		1,850	1,850	750
London Borough of Tower Hamlets Section 106		6,750	6,750	0
TH Local Community		8,682	8,682	11,777
Wax Chandlers		15,000	15,000	15,000
Tower Hill Trust		0	0	2,538
Power To change		0	0	5,504
<b>Totals</b>	<b>0</b>	<b>148,101</b>	<b>148,101</b>	<b>176,315</b>
Donations from individuals	27,125	0	27,125	40,705
Donations from organisations	38,032	0	38,032	41,500
Covid 19 Grants/Furlough claims	16,328		16,328	64,863
	81,485	0	81,485	147,068
<b>Total Voluntary Income</b>	<b>81,485</b>	<b>148,101</b>	<b>229,586</b>	<b>323,383</b>

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES – OPERATION OF FARM

Total Funds	2022 Unrestricted	2022 Restricted	2022 Total Funds	2021 £
Animal activities	414		414	1,876
Corporate Volunteering	38869		38,869	2,950
Courses and Workshops	622		622	763
Misc	3846		3,846	5,381
Hire of space	58900		58,900	26,043
Sale of Farm Produce	17245		17,245	18,520
	119,896	0	119,896	55,533

STEPNEY CITY FARM  
 COMPANY LIMITED BY GUARANTEE 06855753  
 ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

4. RESOURCES EXPENDED – CHARITABLE ACTIVITIES

	Unrestricted	Restricted	Designated	Total Funds 2022	Total Funds 2021
	£	£		£	£
Animals	13,095			13,095	13,652
Corporate	8,838			8,838	35
Gardening	7,098			7,098	184
Governance	750			750	750
Depreciation	11,114			11,114	10,330
Fundraising	0	9,680	0	9,680	11,336
Main	139,216	101,504	6045	246,765	212,221
Farm education		19,397		19,397	9,874
Power To Change		9,915		9,915	24,996
Environmental Education		0		0	14,117
	<b>180,111</b>	<b>140,496</b>	<b>6,045</b>	<b>326,652</b>	<b>297,495</b>

5. RESOURCES EXPENDED – FUNDRAISING COSTS

	2022	2021
	£	£
Cost of employee time + Fundraise costs	9,680	11,336
	<b>9,680</b>	<b>11,336</b>

6. NET INCOMING RESOURCES

Net resources are stated after charging:

	2022	2021
	£	£
Depreciation and disposal	11,114	10,330
Independent Examiner Fees	750	750
	<b>11,864</b>	<b>11,080</b>

7. DIRECTORS' REMUNERATION AND RELATED PARTY TRANSACTIONS

None of the Directors received any remuneration, other benefits or expenses for this or the previous year in any contract or transaction entered into by the Company during this or the previous year. No other person related to the Company had any personal interest

8. STAFF COSTS

	Unrestricted	Restricted	Total Funds	
	£	£	£	
				2022
				2021
Wages and Salaries	62,569	107,708	170,277	166,421
Social Security Costs	2,918	9,690	12,608	12,342
Employer Pension Costs	1,179	2,926	4,105	4,069
	<b>66,666</b>	<b>120,324</b>	<b>186,990</b>	<b>182,832</b>
Sub-contractor Fees	3,959	4,314	8,273	1,774
	<b>70,625</b>	<b>124,638</b>	<b>195,263</b>	<b>184,606</b>

No employee earned over £60,000 per annum in this or the previous year.

The total number of staff employed during the year was as follows:

	2022	2021
Directly engaged in activities	11	10
Support and management	2	2
Total	<b>13</b>	<b>12</b>

STEPNEY CITY FARM  
 COMPANY LIMITED BY GUARANTEE 06855753  
 ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

9. TANGIBLE FIXED ASSETS

	Restricted		Unrestricted		Total U/R	Total.	Totals 2021 £	
	Buildings	Fixtures Fittings & Equipment	Total	Fixtures Fittings & Equipment	Motor Vehicles	Total		Total. 2022
	£	£	£	£	£	£	£	
<b>COST</b>								
At 1 April 2021	80418	15704	96122	30321	6445	36766	132888	123735
Additions	0	0	0	3145	0	3145	3145	9153
Disposals			0	0		0	0	0
At 31 March 2022	80418	15704	96122	33466	6445	39911	136033	132888
<b>DEPRECIATION</b>								
At 1 April 2021	48252	15704	63956	23456	6445	29901	93857	83527
Charge for the year	8042	0	8042	3072	0	3072	11114	10330
At 31 March 2022	56294	15704	71998	26528	6445	32973	104971	93857
			0				0	
<b>NET BOOK VALUE AT 31 MARCH 2022</b>	<b>24124</b>	<b>0</b>	<b>24124</b>	<b>6938</b>	<b>0</b>	<b>6938</b>	<b>31062</b>	<b>39031</b>
NET BOOK VALUE AT 1 APRIL 2021	32166	0	32166	6865	0	6865	39031	

The Restricted Building/F&F are considered to be Unrestricted Assets and are shown as restricted only in the event of disposal

10. DEBTORS

	2022	2021
	£	£
Trade Debtors	14,642	28,620
	<b>14,642</b>	<b>28,620</b>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade Creditors	11,869	15,906
Taxes and Social Security	2,280	2,874
	<b>14,149</b>	<b>18,780</b>

STEPNEY CITY FARM  
COMPANY LIMITED BY GUARANTEE 06855753  
ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

12. TOTAL FUNDS

	Balance 1 Apr 21	Incoming Resources	Outgoing Resources	Trf to U/R	Assets	Desg'd Site Fund	Balance 31 Mar 2022
<b>Environmental Education</b>							
London Borough of Tower Hamlets	0	0	0	0	0	0	0
<b>Farm Education/Youth</b>							
General	0	1,154	0	0	0	0	1,154
Ernest Cook	0	15,000	0	0	0	0	15,000
Tides	0	5,670	0	0	0	0	5,670
GLA	11,752	5,281	17,666	633	0	0	0
Ratcliff Trust	0	10,000	0	0	0	0	10,000
Jack Petchey	750	1,850	1,731	7	0	0	876
<b>Gardening</b>							
GLA Greener Cities	0	5,418	5,190	(228)	0	0	0
Power2Change	0	0	9,915	9,915	0	0	0
Ocean Regeneration	0	4,953	2,245	0	0	0	2,708
Vanguard	0	19,943	19,943	0	0	0	0
<b>Section 106</b>							
Tower Hamlets	0	6,750	8,905	0	0	2,155	0
<b>Farm Manager</b>							
Wax Chandler	0	15,000	15,000	0	0	0	0
<b>Volunteering</b>							
TH Local Community	1,499	8,682	10,181	0	0	0	0
<b>CEO Salary</b>							
City Bridge	10,638	48,400	49,341	0	0	0	9,697
<b>General</b>							
Martin Lewis	0	0	0	0	0	0	0
Tower Hill Trust- Contactless	378	0	378	0	0	0	0
City Bridge- Gate Staff	0	0	0	0	0	0	0
<b>Total</b>	<b>25,017</b>	<b>148,101</b>	<b>140,495</b>	<b>10,327</b>	<b>0</b>	<b>2,155</b>	<b>45,105</b>
Designated Fund – Tangible Assets	39,031	0	(11,114)	0	3,145	0	31,062
Designated Fund – Site Fund	52,000	0	(6,045)	0		(2,155)	43,800
General Reserve	107,425	201,540	(168,997)	(10,327)	(3,145)	0	126,496
<b>Total Unrestricted Funds</b>	<b>198,456</b>	<b>201,540</b>	<b>(186,156)</b>	<b>(10,327)</b>	<b>0</b>	<b>(2,155)</b>	<b>201,358</b>
<b>Total Funds</b>	<b>223,473</b>	<b>349,641</b>	<b>(326,651)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>246,462</b>

Carried forward General education income, and grants from Ernest Cook Trust, Tides, and the Ratcliff Educational Foundation are to cover salaries in 2022-23 for the Schools Officer and Youth Programme Manager. Jack Petchey educational funding will be spent on tools and resources for Young Volunteers. Ocean Regeneration Trust funding will cover the salary of our Greencare Coordinator to manage a community beds programme. City Bridge Trust funding is a 5 year grant to cover the salary of the CEO.

The Designated Fund for Depreciation provides a fund against which all depreciation of all tangible fixed assets is charged, thereby leaving the General Reserve unencumbered by any commitments.

STEPNEY CITY FARM  
 COMPANY LIMITED BY GUARANTEE 06855753  
 ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

13. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Tangible	Net	Totals £
	Fixed Assets £	Current Assets £	
	<b>Restricted Funds</b>	0	
<b>Unrestricted Funds</b>			0
Designated Fund – Tangible Assets	31,062	0	31,062
Designated Fund – Site Fund	43,800	0	43,800
General Reserve	0	126,496	126,496
	<b>74,862</b>	<b>126,496</b>	<b>201,358</b>
<b>Total Funds</b>	<b>74,862</b>	<b>171,601</b>	<b>246,463</b>

14 Comparatives for the Statement of Financial Activities  
 For the year ended 31 March 2021

INCOME AND ENDOWMENTS FROM	Unrestricted	Restricted Funds	Designated Funds	Total
Voluntary Income	147,068	176,315		323,383
Charitable activities:				
Farming/Educational Activities	55,533	0	0	55,533
Investment Income:	0	0	0	0
Bank interest	297	0	0	297
<b>TOTAL</b>	<b>202,898</b>	<b>176,315</b>	<b>0</b>	<b>379,213</b>
EXPENDITURE ON				
Farming/Educational Activities	(133,080)	(164,415)	0	(297,495)
<b>NET INCOME FOR THE YEAR</b>	<b>69,818</b>	<b>11,900</b>	<b>0</b>	<b>81,718</b>
Transfer between funds	(26,436)	(25,564)	52,000	0
RECONCILIATION OF FUNDS				
Total funds brought forward	103,074	38,681	0	141,755
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>146,456</b>	<b>25,017</b>	<b>52,000</b>	<b>223,473</b>

STEPNEY CITY FARM  
 COMPANY LIMITED BY GUARANTEE 06855753  
 ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

**15 Allocation of support costs on Charitable Activities 2022**

<b>Costs</b>	<b>Salaries</b>	<b>Direct</b>	<b>Support</b>	<b>Governance</b>	<b>Total</b>
Animals	87	13,008	106		13,201
Staff Grants	95,541	10,452	116,489	546	223,029
Farm education	17,144	2,253	20,903	98	40,398
Power To Change	9,577	338	11,677	55	21,647
Greener Cities	2,376	2,814	2,897	14	8,101
Gardening	6,436	662	7,847	37	14,982
<b>Totals</b>	<b>131,161</b>	<b>29,527</b>	<b>159,919</b>	<b>750</b>	<b>321,357</b>

Support costs have been allocated on the basis of direct labour costs paid per activity

Some staff costs are shown as part of the support figure. The total amount of staff expenditure is shown in note 8

**15 Allocation of support costs on Charitable Activities**

**2021**

<b>Costs continued</b>	<b>Salaries</b>	<b>Direct</b>	<b>Support</b>	<b>Governance</b>	<b>Total</b>
Animals	90	13,561	73		13,724
Staff Grants	99,120	389	80,559	500	180,568
Farm education	9,374	500	7,619	47	17,540
Power To Change	24,380	616	19,815	123	44,934
Greener Cities	1,892	11,867	1,538	10	15,306
Environmental Education	13,824	293	11,235	70	25,422
<b>Totals</b>	<b>148,680</b>	<b>27,226</b>	<b>120,839</b>	<b>750</b>	<b>297,495</b>

Support costs have been allocated on the basis of direct labour costs paid per activity

**STEPNEY CITY FARM**

England & Wales - Charity number 1136448

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# Accounts

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**Financial Statements and Directors' Report**

**For the year ended 31 March 2021**



**REGISTERED COMPANY NUMBER 06855753**

**REGISTERED CHARITY NUMBER 1136448**

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## Directors' Report

The Directors of Stepney City Farm (hereinafter referred to as the Farm or the Charity or the Company) present their Report and independently examined Financial Statements for the year ended 31 March 2021. The Report and Statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities and the provisions of the Statement of Recommended Practice: Accounting and Reporting by Charities applicable to charities preparing their accounts in accordance with FRS102 (effective 1 January 2015).

## Reference and Administrative Details

<b>Company Name</b>	Stepney City Farm
<b>Registered Company</b>	Number 06855753
<b>Registered Charity Number</b>	1136448
<b>Registered Office</b>	Stepney City Farm, Stepney Way, London, E1 3DG

### Directors and Trustees

The Directors of Stepney City Farm are also its Trustees for the purposes of charity law and are referred to throughout this Report as the Directors.

The Directors who held office during the year, unless otherwise indicated, were as follows:

Josephine Pertwee	Chair (stepped down September 2021)
Alice Thornton	Chair (stepped up September 2021)
Victoria Flower	(Resigned April 2020)
Edward Gaze	Co-Treasurer (Appointed November 2020)
Neil Lambert	(Appointed September 2020)
Victoria Park	
Charles Paxton	Treasurer (Resigned January 2021)
Thuy Ho Preuveneers	
Dr Catrina Prince	(Appointed November 2020)
Annabel Shipway	Co-Treasurer (Appointed November 2020)
Richard Thomas	
Dr Elizabeth Venables	

### Company Secretary

Clare Hawkins

### Bankers

The Co-operative Bank, 80 Cornhill, London EC3V 3NJ  
Triodos Bank, Brunel House, 11 The Promenade, Clifton BS8 3NN  
Shawbrook Bank Ltd, Lutea House, Warley Hill Business park, The Drive, Great Warley, Brentwood, Essex CM13 3BE

### Independent Examiner

Catherine Sullivan, 5 Marneys Close, Epsom KT18 7HR

## **Objectives and Activities**

The objects of the charity, as set out in its Articles of Association, are:

To promote, for the benefit of the inhabitants of Stepney and the surrounding area, the provision of facilities for recreation or other leisure time occupation, of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social and economic circumstance or for the public at large in the interests of social welfare and with the object of improving the conditions of lives of the said inhabitants. To provide or assist in the provision of facilities in the interests of social welfare for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity, disability, financial hardship or social circumstances with the object of improving the conditions of the lives of the said inhabitants. To advance the education of the public at large, in agriculture, horticulture, crafts, country life, protection and improvement of the natural environment through best environmental practices, especially by encouraging reduction, re-use and recycling, and related subjects.

### **Principal Activity**

The principal activity of the organisation in the year under review was to develop and run a city farm for the educational and social benefit of the residents of Stepney and surrounding areas in the London Borough of Tower Hamlets. We achieved this by using our resources to provide learning, recreational and volunteering opportunities for all ages.

### **Public Benefit**

The objects of the charity are for public benefit, specifically around the provision of educational and social opportunities related to food, farming and caring for the wider environment. We do not charge for the majority of our services to the community and in cases where we do charge we offer concessionary rates for those less able to pay. We ensure that our services and facilities are all wheelchair accessible and do not restrict benefits to those with particular personal characteristics.

The charity creates and maintains a life-long learning environment where local people and others further afield can gain knowledge, skills, confidence and learning opportunities through farm activities. In planning the Farm Business Plan and the activities taking place, the Directors pay due regard to the Charity Commission's guidance on public benefit.

### **Remuneration Policy**

All staff salaries including key staff are reviewed annually as part of an appraisal process conducted by their line manager. The CEO's appraisal is conducted by the Chair of Trustees. Salary increases are built into funding bids for those posts which are funded by grants. The Board of Trustees recently reviewed all salaries for parity across the staff pay levels.

**Other charities and related parties** There were no relationships between the charity and related parties that required disclosure. The Farm was a member of the following organisations as this was considered beneficial to achieving our objectives:

Capital Growth; East London Business Alliance; Social Farms & Gardens; London Food Link; London Community Resource Network; London Youth; London Environmental Educators Forum; The National Farmers' Union; Sustain; Volunteering England; National Council of Voluntary Organisations; The British Goat Society; The Permaculture LAND Network; The Stifford Centre (lead for consortium funding from the Tower Hamlets Community Fund); Volunteer Centre Tower Hamlets; Tower Hamlets Council for Voluntary Services.

## **Achievements and Performance**

### **Chief Executive's Summary**

2020-21 was a year like no other. When the Covid19 pandemic hit the UK in March 2020, Stepney City Farm was required to close to the public as an 'animal attraction' under lockdown legislation, and the majority of our activities ceased.

Our ability to deliver all of our usual charitable programming was compromised, with volunteering groups and all educational activities suspended for much of the year. However, as time went on and restrictions shifted, we were able to adapt our activities to meet the need in our local community, delivering a Martin Lewis funded project to supply Farm produce free of charge to vulnerable local people; increasing our online engagement with food growing tutorials and virtual tours; securing additional funding for staff to manage safe entry to the site when tier measures allowed; and working with Care4Calais to provide aid distributions at the Farm for refugees sheltering in local hotels.

The Farm has proven well placed to not simply weather the ongoing crisis, but to flourish as an important hub for the physical and mental health of our local community: providing greenspace and respite; fresh local produce; plants and gardening supplies for home-growing; local shopping; and outdoor leisure.

The team have also achieved an impressive amount on site despite the lack of volunteering and groups over the year. The area of land reinstated by Crossrail in 2019 now has a well-established crop field and a large poly tunnel. The poultry have been relocated to the reinstated site, and infrastructure has been installed including a new duck pond with a dry stone wall, and a new chicken coop and aviary. A large new animal field is enabling the rotation of livestock and the resting of pasture, and our large new GLA funded wild life pond has been completed.

Some long term benefits have resulted from managing the challenges of the pandemic, including the development of our online shop and a contactless donation system; the collection of invaluable data and visitor feedback made possible by having funded Front of House staff over autumn 2020; the subsequent creation of two financially sustainable Saturday Front of House staffing posts; the renovation of our break room facilities prompted by Covid-secure protocols; and a new local cafe customer base created by home-working. The Farm is in a strong position to move forward and continue to adapt to the new normal, and we look forward to the year ahead.

- Clare Hawkins, Chief Executive

### **Finance and emergency fundraising:**

Overall, in 2020-21 the Farm's balance of income shifted from 45% earned income and 55% grants and donations, to 15% earned income and 85% grants and donations.

When the site closed, all of our usual earned income streams were instantly put at risk, including studio, café, and farmer's market rental income; corporate volunteering income; onsite donations; produce sales; and venue hire. Emergency cost reduction measures were actioned, including a hold on recruitment. Funders were approached regarding the reallocation of grant income, and permission was given for Youth funding to be derestricted, allowing corresponding posts to be Furloughed.

Our focus turned immediately to fundraising. In the first few weeks of lockdown, a Crowdfunder generated around £14K, and City Bridge Trust awarded us £11,625 in addition to our regular grant. Following an intervention by our local councillor, we were also grateful to be awarded the government's £25,000 retail and leisure support grant. Our onsite tenants unfortunately were not eligible for statutory emergency allowances, due to their premises not being individually assessed for business rates. In light of this, we

granted the studios and café a complete rent break for 3 months, followed by a 50% rental discount for a further 3 months. To support this, an application was submitted to the Creative Land Trust, and £3,000 was awarded to the Farm to partially subsidise the studio rents. A successful application to the Martin Lewis fund also brought in £5,000 to deliver our produce free of charge to vulnerable local people, helping us to adapt our activities to contribute to the pandemic aid effort whilst also offsetting some of the initial loss to produce sales.

One of the most significant losses to earned income was our Corporate Volunteering programme, which in 2019-20 generated £68K. An application was submitted to the Power to Change Emergency Fund in summer 2020, launched for community businesses suffering from a loss of earned income. The Farm was very fortunate to be awarded £23,412 to cover the projected reduction to our unrestricted reserves over 6 months.

When The London Community Response Fund was launched to tackle the gaps in funding provision created by the crisis, the Farm was awarded £2,538 in Wave 2 from the Tower Hill Trust to cover the start-up costs of a contactless donation system; and then £21,689 in Wave 3 from City Bridge Trust for two new Front of House posts to allow us to re-open to the public with safety measures in place. The ability to solicit donations face to face as well as the implementation of the contactless donation machines saw a significant upturn in donations; however, in November we were forced to close again, and after a brief reopening in December, we remained closed for the last quarter of the financial year.

At this point, new Trustee Ed Gaze was able to secure a donation of £30,000 toward core costs from Lloyd's of London through an employee nomination scheme. This secured our budget for the financial year, and ultimately enabled us to end the year at double our normal reserves target. The higher level of reserves achieved is considered necessary for the year ahead, as corporate income shows no sign of recovery, and we face the inevitable economic downturn ahead still with much capital work to be completed on our expanded site. The 2021-22 budget is currently balanced, but to the detriment of some of the more ambitious site development which we had hoped to undertake, including building a glasshouse to replace two of our poly tunnels, and the expansion of our irrigation system to the reinstated site.

### **Promoting animal welfare and ethical farming practices**

The Farm continued to promote ethical and sustainable animal farming practices, and to educate urban residents on the origins of meat and other food produce through high welfare animal husbandry and the sale of meat.

The Farm Yard Manager oversaw animal care and upheld high standards, including carrying out daily animal health checks; routine health care procedures; maintaining an inventory of medicines and equipment; training and managing a range of volunteers; and managing the educational and wellbeing aspects of working with the animals. In 2020-21, this role was generously part-funded by the Worshipful Company of Wax Chandlers for a third consecutive year.

This post has always underpinned the Farm's capacity to deliver our ambitious range of programming to address the advancement of wellbeing, physical and mental health, and inclusion for our wider communities. However, in 2020, as the Covid19 pandemic took hold, the Farm Yard Manager became essential to business continuity during lockdown.

With a strict "stay at home" order in place and a ban on any non-essential travel in March, the Farm was closed to the public, volunteers, and all usual programme beneficiaries. The Farm Yard Manager became the sole carer for the livestock on the Farm, including the pigs, donkeys, sheep, goats, rabbits, guinea pigs,

ferrets, and poultry. Considering the risk to operations should he contract the virus himself, the Farm Yard Manager moved onto the site for the duration of the first lockdown.

In Spring, the herd of Anglo Nubian goats had their second set of kids, while the Ryland and Soay sheep produced a record 12 pure and mix breed lambs, including one set of triplets. We also welcomed two new Manx Loaghtan sheep, Mara and her ram lamb Jasper, to the flock.

The Open Volunteer sessions, which normally provide one of our key entry routes for training and best practice in animal management, were unfortunately suspended for most of 2020-21. When allowed, sessions recommenced with a closed group of up to 6 of our previous regular participants per session, but overall participation for all activities on the Farm was severely impacted by Covid regulations across the year.

Following the animal welfare and best practice review undertaken by the Farm in 2019, we were delighted to officially welcome veterinary surgeon Dr Catrina Prince as a Trustee in November, bringing a wealth of experience in animal care and welfare policy to the Board.

Sadly many of the usual agricultural shows and events which the Farm normally attends were cancelled in 2020, however our Derbyshire Redcaps did manage to squeeze in an award for Best in Class at the Colchester Poultry Club Show just before lockdown, and our Buff Orpington ducks were crowned Supreme Show Champion in the British Waterfowl Association online show.

### **Food Growing**

In 2020-21, we completed the fourth year extension of a programme to develop our food growing as a financially sustainable social enterprise, funded through the Power to Change Community Business Fund. We fell below the sales match funding target of £23.4K, but increased annual sales by £5.5K on the previous year (achieving £16.8K), with the development of the reinstated growing space.

Just before the Covid19 national lockdown began in March 2020, a new 25m poly tunnel had been completed on the expanded site, and an existing poly tunnel had been wired up to electricity to create heated propagation benches. A large crop field designed by the growing team based on permaculture principles, featuring a unique circular 'mandala' layout for the growing beds had also been prepared and planted up over the winter, meaning that much of the infrastructure was in place for a skeleton workforce to cope with maintaining the food growing during lockdown.

All of our restaurant orders were cancelled with lockdown, and the growing team had to quickly adapt. A new demand for fresh local produce was created by supermarket shortages and the reduction of travel, and a veg box scheme initiated by our Food Grower quickly gained popularity in our local community. An online shop was launched using our existing SquareCard payment software so that customers could click and collect, and at the height of lockdown, we were selling up to 60 veg boxes a week, as well as our range of 'grow your own' plants and herbs.

As regulations for closed venues and volunteering became more defined, a limited number of volunteers were allowed back on site to assist with essential tasks, and some of the Food Growing Trainees who had been recruited to complete a 6-month placement were able to return. When a few weeks into lockdown we were awarded the Martin Lewis grant, we were able to supply free produce for 15 families a week, on top of the general online produce sales.

With so many people confined at home without a garden or outside space, we considered it vital to maintain access for our allotment plot holders, who all live in the local area and can walk to the Farm. The allotments became not only a source of fresh produce for the plot holders, but also a place of respite during lockdown.

As restrictions briefly eased in summer 2020, we relaunched the Plant Shop on site, with a beautiful new pagoda permanently situated next to the café. Plant sales increased greatly, with people keen to grow their own food and take up gardening during the pandemic. One of our volunteers, a professional florist, also took an active role in coordinating an ornamental plant offer to raise funds for the Farm.

In late 2020, our poultry were relocated to the reinstated site and their old enclosures integrated into the growing space, with a former chicken shed converted into a mushroom growing facility. We plan to offer mushroom growing training for our volunteers, and expect the mushroom crops to be a good source of income when sold to restaurants or on site.

The Power to Change grant has now been fully received, and the ongoing annual sales target, which had been based on the expectation of the site expansion being completed in 2018, is £39.6K. It is not clear whether this will ever be achievable with only one full time Food Grower; 2021-22 will be the first full year with the reinstated space being utilised to capacity, and we will aim to break even with the cost of salaries and overheads. The programme continues to be fundamental to our charitable objectives; generating a surplus remains our ambition, but is not essential to the continuity of the food growing activities.

Organic Acceptability Ratings criteria continued to be adhered to across all growing activities on the Farm, with no artificial fertilisers or pesticides used in our growing practices.

### **Youth; Education; and Outreach**

Across the year, we developed a strong online presence, with weekly Instagram 'Lives' to keep visitors up to date with the animals and food growing on the site. Time Out voted this as their top online lockdown event one week, and we experienced a surge in new followers. Alongside our free Instagram broadcasts, we offered paid online tours for corporate groups who were unable to attend in person but still wished to support the Farm, and free online sessions for school children and community groups. Our Open Volunteers Greencare group for vulnerable adults remained connected through zoom sessions and the sharing of crafts and home-growing, and in September, we took part in the online London Harvest Festival, coordinated by Social farms & Gardens. We also worked with Eastside Youth to run an online gardening project, sending out home-growing kits to young people by bike courier, followed up by online food growing tutorials.

Unfortunately, even during periods of lockdown being relaxed, school groups were unable to return for in-person visits, and much of our on-site youth activity was cancelled or running at reduced capacity across the year. The GLA agreed to de-restrict part of our Young London Inspired grant for delivering youth programming for vulnerable young people, and our Youth Programme Manager went on Furlough for the first lockdown period.

In January, we were disappointed to learn that Tower Hamlets Children's Commissioning service had suffered Covid-related budget cuts from the Council's Resource Directorate, and that the Farm Education contract for schools, which Stepney City Farm has delivered for 8 years, would no longer be funded. The Commissioning Officers did advocate strongly for the Farm and for our programme, and provided us with an outstanding reference to assist with future fundraising. In May 2021, we were delighted to be awarded

support by the Garfield Weston Foundation to continue the Schools programme across 2021-22, and will in the course of this year seek out suitable future multi-year funding opportunities.

In March 2021, with the Farm eligible to reopen at the earliest stage of lockdown lifting on 12 April, we decided to invest in a new outdoor visitor, education and events space. The 'Garden Deck' is a covered decking area large enough to accommodate school groups of 30, and will give us more flexibility over the uncertain year ahead to take group bookings and run programming.

### **Cafe and Farm Shop**

Following the departure of our previous café operators in December 2019, Betty Gilbert and Lucy Cuthbert had been appointed to take over the space just before lockdown, and had been ready to launch the Café as a new enterprise alongside Betty's successful catering company.

The opening of The Allotment Kitchen was delayed by lockdown, but at the end of May 2020, it opened as a takeaway service. Celebrity chef and local Farm supporter Ben Tish stepped in by working with Lucy and Betty to provide three weekends of special 'dine at home' meals, which his press office widely promoted. They sold out every week, and raised money to support the Farm as well as to launch the Café.

The new café quickly became popular with local residents working from home, and once customers were able to sit in outdoor venues again, the extensive café garden seating area proved a great asset.

The Allotment Kitchen has since gone from strength to strength, most recently becoming a popular option for the small wedding receptions allowed under lockdown rules.

### **Onsite Studios**

Since 2013, the Farm has supported and promoted a range of rural arts and crafts through the provision of three affordable workshop spaces in a bespoke studio building. Across 2020-21, the workshops were occupied by a pottery run by Jess Jos Ceramics; a green wood working shop run by Barn the Spoon; and by landscape painter Georgie Mason, who incorporates natural materials from the Farm into her work.

Usually, resident artists provide courses and workshops for participants of all levels of experience and ability, and the rental of the spaces provides an essential unrestricted income stream for the charity. However, with classes being suspended for much of 2020-21, all of the artists had to quickly adapt their activities to survive, and the Farm agreed to an emergency rent break of 3 months, followed by a 50% discount for a further 3 months. We were able to partially support this through a generous grant from the Creative Land Trust to assist studio providers during the pandemic. All of the artists were ultimately able to sustain their businesses, and are now running additional sessions to catch up on postponed bookings.

### **Access and Visitor Experience**

Thanks to generous public donations and the support of our funders, contingent on Covid laws the Farm remains free and accessible for all visitors to enjoy six days a week, as a community hub; a unique educational resource; and a leisure opportunity in the urban heart of Tower Hamlets.

The lack of labour over 2020 has somewhat delayed progress on preparing our extended area of reinstated land for public opening, and at present there is still a portion of the site closed to visitors. We have however managed to complete our large new GLA Greener Cities funded wildlife pond; this is already benefiting biodiversity on the site, and will provide a blue haven for the local community, and an important educational resource for local school groups. Once some fencing work is completed, we expect to open this area in summer 2021 and relocate our Saturday market to the north entrance. We expect to have the entire site open, including the poultry areas, by spring 2022.

The main section of site was closed for the first lockdown from March 2020, and was finally able to reopen in September, with staff funded through the London Community Response Fund to enforce a one way system, count and control the number of people on site, prevent contact with the animals, and enforce handwashing. An added advantage of this new staffing capacity was to facilitate the face-to-face solicitation of donations on site; to record accurate visitor numbers for the first time; and to collect statistical data and qualitative feedback from the public on site.

In September and October, the Farm was averaging 1,505 visitors per week. Unfortunately, in November we were forced to close again, and after a brief reopening in December, had to remain closed for the last quarter of the financial year.

Without ongoing funding for front of house staff in 2021-22, we have set up a 'self-service' welcome shop in a new summer house at the Farm entrance, for safety information, donations, NHS app check-ins, and sales of Farm produce. This has much improved visitor flow and reduced the number of queries dealt with by staff in the office during the week, but the data gathered during autumn 2020 did indicate that retaining front of house staff just on Saturdays would be both financially efficient and improve visitor experience. We have therefore retained two Saturday front of house posts which we consider sustainable on a permanent basis due to the corresponding increase in Saturday donations and sales – a long term innovation which would not have come about without lockdown.

During the most recent re-opening period in the new financial year, the Farm began averaging 1,200 visitors on Saturdays alone, attributable to the high demand for outdoor activities following a long winter lockdown. How this will level out across 2021-22 remains to be seen, but feedback collected onsite and through the monitoring of public reviews and online interaction indicates that the profile of the Farm is steadily rising, and that our visitor base is expanding.

*"Wonderful little city farm. Great place for adults and kids alike. Staff are friendly and helpful, animals are well cared for and a lovely atmosphere all round. Plenty of opportunity for children to feed the animals with feed bought cheaply onsite, all done on trust. Gorgeous little cafe/restaurant onsite too. The whole place had my son enthralled for hours!"*

*"Stunning place to breathe green and enjoy what mother nature give to us and all of this in the middle of London. Food is great, nice flat white and amazing IPA organic beer, a must try."*

*"Fantastic place to hang out and learn about animals! The place is kept really clean by the staff and all covid guidelines are followed so felt super safe. Would highly suggest for a fun weekday or weekend activity!"*

## **Structure, Governance and Management**

### **Governing Document**

Stepney City Farm was incorporated on 23 March 2009 as a Company Limited by Guarantee without a Share Capital. The Company was then registered as a charity on 10 June 2010. The Company was established under a Memorandum of Association that defined its objects and powers. It is governed by its Articles of Association, under which each Member is required to contribute an amount not exceeding £10 towards the liabilities of the Company in the event of it being wound up whilst they are Members, or within one year of their ceasing to be Members.

### **Directors**

The Directors who held office during the year, unless otherwise indicated, are set out on page 3. As the Company is limited by guarantee and has no issued share capital, none of the Directors hold any beneficial interest in the charitable Company.

### **Recruitment and Appointment of Directors**

Directors are usually recruited from residents or persons working within the London Borough of Tower Hamlets. They are expected to take a specific interest in an area of the Farm's activities and/ or to have relevant professional expertise.

In accordance with the Articles of Association of the Company, a third of the Directors, those who are the longest serving, are required to retire from office at every third Annual General Meeting (AGM) but, if eligible, may offer themselves for re-election.

### **Induction and Training of Directors**

The charity has produced an induction pack for all new Directors, which will include the latest annual report and accounts, a summary of current policies, the memorandum and articles, operational plans and financial forecasts. They are given opportunities to meet other Directors and senior staff to provide insight into the management and operations of the charity. Training is mainly provided through briefing sessions at Board meetings as issues arise; for example, over updated legal and regulatory requirements. There are also opportunities offered for further training from external providers over the year.

### **Organisational Structure**

The Directors operate through a Board comprising themselves and, with no voting rights, the Farm Director and external advisers. The Board is responsible for the overall governance of the charity and guiding its strategic direction. It meets every other month.

The Chief Executive has overall responsibility for Farm operations and delivering organisational strategy, and has the power to delegate spending authority to individual budget holders on the staff faculty, who report to the Chief Executive monthly. Induction processes are in place for all Farm workers including staff, volunteers in all volunteer streams and work experience students. There is a permanently contracted member of staff for every day of the week responsible for overseeing animal care, site operations, health and safety (morning and evening site check, first aid, hygiene) and security on their given day(s).

## **Risk Review**

The Board has reviewed the principal areas of the organisation's operations and considered the major risks that may arise in each of these areas. In the opinion of the Directors, the charity has established resources and reviews that, under normal conditions, should allow the risks identified by them to be mitigated to an acceptable level in its day-to-day operations.

## **Financial Review**

### **Results for the year**

The results of the year and financial position of the Company are shown in the accompanying Financial Statements.

The Statement of Financial Activities shows a net surplus for the year of £81,718 (net surplus of £27,070 in 2019/20). With the loss of much of our earned income over the Covid19 lockdown, this surplus has been achieved through additional fundraising.

Total unrestricted incoming resources were £202,898 (£189,291 in 2019/20) and total restricted incoming resources were £176,315 (£125,572 in 2019/20). This was raised from a combination of sales, corporate volunteering days, donations and grant funding. Total resources expended from unrestricted funds were £133,080 (£152,456 in 2019/20) and total resources expended from restricted funds were £164,415 (£135,337 in 2019/20).

### **Donations in Kind**

The Farm has received some donations of goods and services: most notably in 2020/21, several tonnes of woodchip from various arborists; a regular supply of house plants and cut flowers for sale donated by Daniel Osborne Flowers; and stone boulders donated on the closure of a local adventure playground.

The donations in kind have not been valued in the accounts because the charity wouldn't have bought them if they hadn't been donated.

### **Grants and Donations**

Thank you to A+E Educational Foundation, City Bridge Trust, the Fan Makers' Company, Greater London Authority (Young London Inspired and Greener Cities funds), Jack Petchey Foundation, Lloyd's of London, London Borough of Tower Hamlets (Farm Education Partnership and The Local Community Fund), Martin Lewis Charitable Fund, Tower Hill Trust, Ocean Regeneration Trust, Power to Change (Community Business Fund), and the Wax Chandlers' Company.

Thank you to the companies who were unable to attend our Corporate Volunteering programme this year to Covid, but supported the Farm by making donations, pre-paying for future volunteering days, or booking virtual tours and events:

Barclays; CMS Cameron McKenna Nabarro Olswang LLP; Credit Suisse International; Fitch Ratings; Google; Informa; JP Morgan; NBC Universal; Royal Bank of Scotland; UKFast.

There were also many anonymous donations from individual visitors for which we are extremely grateful. Thank you to everyone who donated to our Crowd Fund in 2020; dropped a pound in the donations box; used the contactless donation machines; or contributed by text or online via Easy Fundraising, Just Giving or My Donate; attended yoga sessions; held a children's party or venue hire at the Farm; or bought Farm produce.

All at Stepney City Farm are very grateful for all donations and grants received and we thank our funders for their support.

### **Investments**

The Farm does not currently hold any investments.

### **Reserves and Funds**

Free reserves are the balance of resources under the Company's unrestricted Funds to spend at the Chief Executive's discretion, with the oversight of the Board of Trustees, in furtherance of the Company's charitable objects, once the stated value of fixed assets and any other amounts already committed have been deducted. The free reserves at 31 March 2021 were £198,456.

We began the year having reached our reserves target of 3 months operating costs. Although these reserves were considered adequate under normal circumstances, with the loss of the majority of our earned income during the Covid19 lockdowns, and taking into account the future development costs of the expanded site, it was considered prudent to increase reserves through additional fundraising. The current relatively high level of reserves is forecast to reduce across 2021-22 due to an ongoing Covid-related reduction in corporate volunteering income, and due to capital expenditure on the expanded site. £52,000 has been ring-fenced for development of the expanded site, and we expect to end 2021-22 at our usual reserves target.

A review of the adequacy of these reserves is made annually, normally at budget approval, and at any other times the Directors consider prudent.

### **Financial sustainability**

The Directors consider the organisation to be sustainable for the following reasons:

All staff roles for 2020-21 either have funding in place, or can be reasonably expected to be fully funded via other income streams or funding applications;

The policy of including a contribution to overheads in each funding application has ensured that essential utilities and other premises costs are covered.

### **Plans for Future Periods**

In 2021-22, we will continue to work toward the objectives of the 3 year business plan drafted in early 2020. Our vision is refined across three key areas:

- *The Farm as a beacon of rural and environmental education in Tower Hamlets, with a particular focus on food systems and encouraging sustainable living practices.*
- *The Farm as the heart of our diverse local community; an inclusive space offering 'something for everyone', connecting people through farming.*
- *The Farm as a centre of support for healthy living in Tower Hamlets; including the promotion of healthy eating, good physical health, and good mental health.*

The operational plans for the delivery of our vision continue to be revised in light of the subsequent impact of the Covid19 pandemic; however, with the immediate loss of income mitigated by fundraising in 2020-21, we will be able to prioritise the following key areas of activity:

- Development of infrastructure on the expanded site;

- Development of food growing into a financially self-sustaining social enterprise;
- Strategizing for the future of the Education programme and securing multi-year Education support for 2022-23 onward.

Given the ongoing evolution of the Covid situation and the uncertainty around the future of public gatherings, the ambition to secure support for a new Public Programmes Organiser will be postponed for review in 2022.

### **Statement of Directors' Responsibilities**

The Directors are responsible for preparing the Annual Report and the Financial Statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare Financial Statements for each financial year. Under that law the Directors have elected to prepare the Financial Statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The Financial Statements are required by law to give a true and fair view of the state of affairs of the Company and of the incoming resources and application of resources, including income and expenditure, for that year. In preparing those Financial Statements the Directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the Financial Statements.
- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the Company will continue to operate.

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Company and to enable them to ensure that the Financial Statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for prevention and detection of fraud and other irregularities.

STEPNEY CITY FARM  
COMPANY LIMITED BY GUARANTEE 06855753  
ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

**Audit Exemption**

The Directors have decided to take advantage of the audit exemption provisions of the Companies Act 2006. Under the provisions of section 145 of the Charities Act 2011, Catherine Sullivan has been appointed as Independent Examiner. Her report is shown on page 14.

This Report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (the FRS102) (effective 1 January 2015), and in accordance with the special provisions of section 415A of the Companies Act 2006 relating to small companies.

Approved by the Directors on the following date and signed on their behalf by:

Alice Thornton ..... Date:

Alice Thornton, Chair

## Independent examiner's report on the accounts

**Report to the trustees of Stepney City Farm (Charity number: 1136448), on accounts for the year ended 31 March 2021.**

### Responsibilities and basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 March 2021, as set out on pages 17 to 24.

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

### Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants of England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: *CMSullivan*

Date: *2/11/21*

Catherine Sullivan FCA, DipCHA

Beresford Marney Limited, 5 Marneys Close, Epsom, Kt18 7HR

STEPNEY CITY FARM  
 COMPANY LIMITED BY GUARANTEE 06855753  
 ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

**Statement of Financial Activities**  
 For the year ended 31 March 2021

	Note	Unrestricted Funds	Restricted Funds	Designated Funds	Total Funds 2021	Total Funds 2020
		£			£	£
<b>INCOMING RESOURCES</b>						
<b>Incoming resources from generated funds</b>						
Voluntary Income	2	147,068	176,315	0	323,383	179,913
Investment Income – bank interest		297	0	0	297	70
<b>Total Incoming Resources from generated funds</b>		<b>147,365</b>	<b>176,315</b>	<b>0</b>	<b>323,680</b>	<b>179,983</b>
<b>Incoming resources from charitable activities</b>	3	<b>55,533</b>	<b>0</b>		<b>55,533</b>	<b>134,880</b>
<b>Total Incoming Resources</b>		<b>202,898</b>	<b>176,315</b>	<b>0</b>	<b>379,213</b>	<b>314,863</b>
<b>RESOURCES EXPENDED</b>						
<b>Charitable activities:</b>	4	(131,509)	(154,650)	0	(286,159)	(278,375)
<b>Fundraising Costs</b>	5	(1,571)	(9,765)	0	(11,336)	(9,418)
<b>Total resources expended</b>		<b>(133,080)</b>	<b>(164,415)</b>	<b>0</b>	<b>(297,495)</b>	<b>(287,793)</b>
<b>NET INCOME FOR THE YEAR</b>		<b>69,818</b>	<b>11,900</b>	<b>0</b>	<b>81,718</b>	<b>27,070</b>
Transfer Funds		(26,436)	(25,564)	52,000	0	
<b>RECONCILIATION OF FUNDS</b>						
Total funds brought forward		103,074	38,681	0	141,755	114,685
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>146,456</b>	<b>25,017</b>	<b>52,000</b>	<b>223,473</b>	<b>141,755</b>

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared. All of the above amounts relate to continuing activities.

STEPNEY CITY FARM  
 COMPANY LIMITED BY GUARANTEE 06855753  
 ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

Balance Sheet as at 31 March 2021	Note	2021	2021	Total Funds
		£	£	2020
<b>FIXED ASSETS</b>				£
Tangible assets	9		39,031	40,208
<b>CURRENT ASSETS</b>				
Debtors	10	28,620		14,311
Cash at bank and in hand		174,602		100,932
		<u>203,222</u>		<u>115,243</u>
<b>CREDITORS: Amounts falling due within one year</b>	11	<u>(18,780)</u>		<u>(13,696)</u>
<b>NET CURRENT ASSETS</b>			184,442	101,547
<b>NET ASSETS</b>	13		<u>223,473</u>	<u>141,755</u>
<b>RESERVES</b>	12			
Unrestricted funds:				
General reserve		107,425		62,866
Designated Fund Depn		<u>39,031</u>		
Designated Site Fund		<u>52,000</u>		
			<u>198,456</u>	40,208
				<u>103,074</u>
Restricted Funds			25,017	38,681
<b>TOTAL FUNDS</b>			<u>223,473</u>	<u>141,755</u>

The Directors are satisfied that the Company is entitled to exemption from the provisions of the Companies Act 2006 relating to the audit of the accounts for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Companies Act 2006. However, in accordance with section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report appears on page 21.

The Directors acknowledge their responsibilities for:

- (i) ensuring that the Company keeps proper accounting records which comply with section 386 of the Companies Act 2006, and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the Company as at the end of the financial year and of its surplus or deficit for the financial year in accordance with the requirements of section 396, and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the Company.

These Financial Statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the Directors on the following date and signed on their behalf by:

Date: 28 October 2021

Signed: 

Edward Gaze, Treasurer

STEPNEY CITY FARM  
 COMPANY LIMITED BY GUARANTEE 06855753  
 ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

2. INCOMING RESOURCES FROM GENERATED FUNDS – VOLUNTARY INCOME

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
London Borough of Tower Hamlets – Mainstream Grant		14,766	14,766	14,766
London Community		0	0	2,500
City Bridge Trust		80,814	80,814	46,500
GLA		40,166	40,166	27,177
Martin Lewis		5,000	5,000	0
Ocean Regeneration		0	0	5,000
Jack Petchey		750	750	750
William Kendall		15,000	15,000	0
TH Local Community		11,777	11,777	3,100
Wax Chandlers		0	0	10,000
Tower Hill Trust		2,538	2,538	1,980
Power To change		5,504	5,504	12,411
<b>Totals</b>	<b>0</b>	<b>176,315</b>	<b>176,315</b>	<b>125,572</b>
Donations from individuals	40,705	0	40,705	29,141
Donations from organisations	41,500	0	41,500	25,200
Covid 19 Grants/Furlough claims	64,863		64,863	0
	<b>147,068</b>	<b>0</b>	<b>147,068</b>	<b>54,341</b>
<b>Total Voluntary Income</b>	<b>147,068</b>	<b>176,315</b>	<b>323,383</b>	<b>179,913</b>

STEPNEY CITY FARM  
 COMPANY LIMITED BY GUARANTEE 06855753  
 ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

**3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES – OPERATION OF FARM**

Total Funds	2021		2021	
	Unrestricted	Restricted	Total Funds	2020
				£
Animal activities	1876		1,876	1,024
Corporate Volunteering	2950		2,950	70,136
Courses and Workshops	763		763	1,704
Misc	5381		5,381	4,836
Hire of space	26043		26,043	45,775
Sale of Farm Produce	18520		18,520	11,405
	<b>55,533</b>	<b>0</b>	<b>55,533</b>	<b>134,880</b>

**4. RESOURCES EXPENDED – CHARITABLE ACTIVITIES**

	2021		2021	
	Unrestricted	Restricted	Total Funds	Total Funds
	£	£	£	£
Animals	13,652		13,652	12,278
Furry Tales	0	0	0	7,404
Corporate	35		35	15,706
Gardening	184		184	2,382
Governance	750		750	750
Depreciation	10,330		10,330	8,395
Fundraising	1,571	9,765	11,336	9,418
Main	106,558	105,663	212,221	166,143
Farm education		9,874	9,874	21,341
Veolia/106		0	0	0
Power To Change		24,996	24,996	30,181
Volunteering		0	0	0
Environmental Education		14,117	14,117	13,795
	<b>133,080</b>	<b>164,415</b>	<b>297,495</b>	<b>287,793</b>

**5. RESOURCES EXPENDED – FUNDRAISING COSTS**

	2021	2020
	£	£
Cost of employee time + Fundraise costs	<b>11,336</b>	<b>9,418</b>
	<b>11,336</b>	<b>9,418</b>

**6. NET INCOMING RESOURCES**

Net resources are stated after charging:

	2021	2020
		£
Depreciation and disposal	<b>10,330</b>	8,395
Independent Examiner Fees	<b>750</b>	750
	<b>11,080</b>	<b>9,145</b>

STEPNEY CITY FARM  
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 ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

**7. DIRECTORS' REMUNERATION AND RELATED PARTY TRANSACTIONS**

None of the Directors received any remuneration, other benefits or expenses for this or the previous year in any contract or transaction entered into by the Company during this or the previous year. No other person related to the Company had any personal interest

**8. STAFF COSTS**

	Unrestricted		Restricted		Total Funds	
	2021	2020	2021	2020	2021	2020
	£	£	£	£	£	£
Wages and Salaries	31,906	134,515	166,421	168,232		
Social Security Costs	1,703	10,639	12,342	9,448		
Employer Pension Costs	805	3,264	4,069	3,955		
	<b>34,414</b>	<b>148,418</b>	<b>182,832</b>	<b>181,635</b>		
Sub-contractor Fees	1,602	172	1,774	10,016		
	<b>36,016</b>	<b>148,590</b>	<b>184,606</b>	<b>191,651</b>		

No employee earned over £60,000 per annum in this or the previous year.

The total number of staff employed during the year was as follows:

	2021	2020
Directly engaged in activities	10	8
Support and management	2	2
Total	12	10

**9. TANGIBLE FIXED ASSETS**

	Restricted			Unrestricted		Total U/R	Total.	Totals 2020 £
	Buildings	Fixtures Fittings & Equipment	Total	Fixtures Fittings & Equipment	Motor Vehicles	Total	Total. 2021	
	£	£	£	£	£	£	£	£
<b>COST</b>								
At 1 April 2020	80,418	15,704	96,122	21,168	6,445	27,613	123,735	123,735
Additions	0	0	0	9,153	0	9,153	9,153	0
Disposals			0	0		0	0	0
At 31 March 2021	80,418	15,704	96,122	30,321	6,445	36,766	132,888	123,735
<b>DEPRECIATION</b>								
At 1 April 2020	40,210	15,704	55,914	21,168	6,445	27,613	83,527	75,132
Charge for the year	8,042	0	8,042	2,288	0	2,288	10,330	8,395
At 31 March 2021	48,252	15,704	63,956	23,456	6,445	29,901	93,857	83,527
			0				0	
<b>NET BOOK VALUE AT 31 MARCH 2021</b>	<b>32,166</b>	<b>0</b>	<b>32,166</b>	<b>6,865</b>	<b>0</b>	<b>6,865</b>	<b>39,031</b>	<b>40,208</b>
NET BOOK VALUE AT 1 APRIL 2020	40,208	0	40,208	0	0	0	40,208	

The Restricted Building/F&F are considered to be Unrestricted Assets and are shown as restricted only in the event of disposal

**10. DEBTORS**

	2021	2020
	£	£
Trade Debtors	28,620	14,311
	<b>28,620</b>	<b>14,311</b>

STEPNEY CITY FARM  
COMPANY LIMITED BY GUARANTEE 06855753  
ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade Creditors	15,906	9,902
Taxes and Social Security	2,874	3,794
	<b>18,780</b>	<b>13,696</b>

12. TOTAL FUNDS

	Balance 1 Apr 20	Incoming Resources	Outgoing Resources	Trf to U/R	Assets	Desg'td Site Fund	Balance 31 Mar 2021
<b>Environmental Education</b>							
London Borough of Tower Hamlets	0	14,766	11,033	(3,733)		0	0
<b>Farm Education/Youth</b>							
General	888	0	0	(888)			0
GLA	16,069	26,407	9,374	(21,350)			11,752
Jack Petchey	2,874	750	500	(2,374)			750
Ocean Regeneration	3,084	0	3,084	0			0
<b>Gardening</b>							
GLA Greener Cities	0	13,759	13,759	0			0
Power2Change	0	5,504	24,996	19,492			0
<b>Section 106</b>							
Tower Hamlets	3,803	0	0	(3,803)			0
<b>Farm Manager</b>							
William Kendall	0	15,000	15,000	0			0
<b>Volunteering</b>							
TH Local Community	0	11,777	10,278	0			1,499
<b>CEO Salary</b>							
City Bridge	11,963	59,125	48,825	(11,625)			10,638
<b>General</b>							
Martin Lewis		5,000	3,717	(1,283)			0
Tower Hill Trust- Contactless		2,538	2,160				378
City Bridge- Gate Staff		21,689	21,689				0
<b>Total</b>	<b>38,681</b>	<b>176,315</b>	<b>164,415</b>	<b>(25,564)</b>	<b>0</b>	<b>0</b>	<b>25,017</b>
Designated Fund – Tangible Assets	40,208	0	0	(10,330)	9,153	0	39,031
Designated Fund – Site Fund						52,000	52,000
General Reserve	62,866	202,898	(133,080)	35,894	(9,153)	(52,000)	107,425
<b>Total Unrestricted Funds</b>	<b>103,074</b>	<b>202,898</b>	<b>(133,080)</b>	<b>25,564</b>	<b>0</b>		<b>198,456</b>
<b>Total Funds</b>	<b>141,755</b>	<b>379,213</b>	<b>(297,495)</b>	<b>0</b>	<b>0</b>		<b>223,473</b>

The Designated Fund for Depreciation provides a fund against which all depreciation of all tangible fixed assets is charged, thereby leaving the General Reserve unencumbered by any commitments.

STEPNEY CITY FARM  
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 ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

13. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Tangible Fixed Assets £	Net Current Assets £	Totals £
<b>Restricted Funds</b>	0	25,017	25,017
<b>Unrestricted Funds</b>			0
Designated Fund – Tangible Assets	39,031	0	39,031
Designated Fund – Site Fund	52,000		52,000
General Reserve	0	107,425	107,425
	<b>91,031</b>	<b>107,425</b>	<b>198,456</b>
<b>Total Funds</b>	<b>91,031</b>	<b>132,442</b>	<b>223,473</b>

14 Comparatives for the Statement of Financial Activities  
 For the year ended 31 March 2020

	Unrestricted	Restricted Funds	Total
<b>INCOME AND ENDOWMENTS FROM</b>			
Voluntary Income	54,341	125,572	179,913
Charitable activities:			
Farming/Educational Activities	134,880	0	134,880
Investment Income:			
Bank interest	70		70
<b>TOTAL</b>	<b>189,291</b>	<b>125,572</b>	<b>314,863</b>
<b>EXPENDITURE ON</b>			
Farming/Educational Activities	(152,456)	(135,337)	(287,793)
<b>NET INCOME FOR THE YEAR</b>	<b>36,835</b>	<b>(9,765)</b>	<b>27,070</b>
Transfer between funds	(15,284)	15,284	
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	81,523	33,162	114,685
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>103,074</b>	<b>38,681</b>	<b>141,755</b>

15 Allocation of support costs on Charitable Activities 2021

Costs	Salaries	Direct	Support	Governance	Total
Animals	90	13,561	73		13,724
Staff Grants	99,120	389	80,559	500	180,568
Farm education	9,374	500	7,619	47	17,540
Power To Change	24,380	616	19,815	123	44,934
Greener Cities	1,892	11,867	1,538	10	15,306
Environmental Education	13,824	293	11,235	70	25,422
<b>Totals</b>	<b>148,680</b>	<b>27,226</b>	<b>120,839</b>	<b>750</b>	<b>297,495</b>

Support costs have been allocated on the basis of direct labour costs paid per activity

Some staff costs are shown as part of the support figure. The total amount of staff expenditure is shown in note 8

STEPNEY CITY FARM  
 COMPANY LIMITED BY GUARANTEE 06855753  
 ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021

15 Allocation of support costs on Charitable Activities	2020				
Costs continued	Salaries	Direct	Support	Governance	Total
Animals	190	12,088	165		12,443
Furry Tales	6,442	363	5,582	34	12,421
Corporate	11,859	3,847	10,275	63	26,045
Staff Grants	57,277	0	49,628	306	107,211
Farm education	20,455	886	17,723	109	39,174
Power To Change	27,654	2,527	23,961	148	54,290
Volunteering	3,190	0	2,764	18	5,972
Environmental Education	13,150	645	11,394	70	25,259
<b>Totals</b>	<b>140,217</b>	<b>20,356</b>	<b>121,491</b>	<b>750</b>	<b>282,814</b>

Support costs have been allocated on the basis of direct labour costs paid per activity