

# HANDS ON LONDON

England & Wales · Charity number 1140291

## Details

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**Status** Registered

**Legal form** Charitable company

**Company number** [07407984](#)

**Registered** 2011-02-08

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

## Contact

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**Address** Oasis Serviced Offices  
85-87 Bayham Street  
London  
NW1 0AG

**Phone** +447586853107

**Email** [INFO@HANDSONLONDON.ORG.UK](mailto:INFO@HANDSONLONDON.ORG.UK)

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

## Activities

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**Objects:** TO PROMOTE THE EFFICIENCY AND EFFECTIVENESS OF CHARITIES, NOT-FOR-PROFIT ORGANISATIONS AND VOLUNTARY ORGANISATIONS FOR THE BENEFIT OF THE PUBLIC BY THE PROVISION OF VOLUNTEERS IN THE GREATER LONDON AREA. FOR THE PURPOSE OF THIS CLAUSE, CHARITIES ARE ORGANISATIONS WHICH ARE ESTABLISHED FOR EXCLUSIVELY CHARITABLEPURPOSES IN ACCORDANCE WITH THE LAWS OF ENGLAND AND WALES. VOLUNTARY AND NOT-FOR-PROFIT ORGANISATIONS ARE INDEPENDENT ORGANISATIONS WHICH ARE ESTABLISHED FOR PURPOSES THAT ADD VALUE TO THE COMMUNITY AS A WHOLE, OR A SIGNIFICANT SECTION OF THE COMMUNITY AND WHICH ARE NOT PERMITTED BY THEIR CONSTITUTION TO MAKE A PROFIT FOR PRIVATE DISTRIBUTION. VOLUNTARY ORGANISATIONS DO NOT INCLUDE LOCAL GOVERNMENT OR OTHER STATUTORY AUTHORITIES.

**Activities:** HANDS ON LONDON ACTS AS INTERMEDIARY BETWEEN THIRD SECTOR ORGANISATIONS INCLUDING SCHOOLS IN LONDON AND INDIVIDUAL AND CORPORATE VOLUNTEERS. WE AIM TO CREATE VOLUNTEERING FOR INDIVIDUALS/COMPANIES MORE FLEXIBLE, ACCESSIBLE, CONVENIENT, AND EFFICIENT BY OFFERING MORE AD-HOC/MINIMAL COMMITMENT VOLUNTEERING OPPORTUNITIES. WE HELP THE THIRD SECTOR SOURCE VOLUNTEERS FOR THEIR ACTIVITIES FOR FREE.

## Classification

- **How:** Provides Human Resources, Provides Services
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Animals, Environment/conservation/heritage
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

## Geography

- **Area of benefit:** GREATER LONDON
- Throughout London

## Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£501,232	£431,130	£240,505	7
2023-12-31	£332,564	£323,982	-	-
2022-12-31	£273,851	£247,181	-	-
2021-12-31	£205,853	£201,997	-	-
2020-12-31	£235,159	£234,206	-	-

## Trustees

Name	Role	Appointed
Amy Louise Grant		2025-07-29
CAROLYN KAISER		2011-09-20
Peter Jonas		2017-11-22
Robert Sartain		2025-09-22
Susanna Rose-Marie Georgina Trevorah		2017-07-11

**HANDS ON LONDON**

England & Wales - Charity number 1140291

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# Accounts

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**Hands On London**

**Trustees Report (including Director's Report)**  
**and**  
**Financial Statements**

**31 December 2024**

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## Board

Chairperson	Peter Jonas	
Trustee	Nisha Hartelius	
Trustee	Rachael Walls	Resigned 31 December 2024
Trustee	Susanna Trevorah	
Trustee	Carolyn Kaiser	

## Our contact details:

Web	<a href="http://www.handsonlondon.org.uk">www.handsonlondon.org.uk</a>
Email	<a href="mailto:info@handsonlondon.org.uk">info@handsonlondon.org.uk</a>
Telephone	+44 (0) 7586 853 107
Registered office	Hands On London Oasis Camden 85-87 Bayham Street Camden Town London NW1 0AG

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## Introduction to Hands On London

The trustees present their annual report and financial statements for the year ended 31 December 2024. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

HandsOn London is a registered charity with a fresh approach to volunteering. Its mission is to inspire and empower people to be the change they want to see.

Typically, mainstream volunteering opportunities require a significant commitment on the volunteers' time, normally requiring a regular attendance (typically for a minimum of six months) and can have a lengthy induction and training periods. For many with limited time, this poses an insurmountable barrier. HandsOn London believes that volunteering can be more flexible. Our unique approach is to provide volunteer opportunities that are easy to access, full of choice, rewarding, fun and have real impact where it matters most.

Hands On London works with over 140 small and medium sized local community projects, identifying and helping to create flexible opportunities that make a real difference to the value of their work and the communities they are based in. Hands On London provides volunteer support to a wide range of charities and other community groups. These range from homelessness organisations, older people's day centres, employment groups, children's groups and environmental organisations.

Our growing relationships with the third sector enable us to offer our corporate partners meaningful volunteering projects. We can develop a single day, a monthly or an annual programme to develop the values of our corporate partners and the interests of their teams. Programmes can incorporate multiple activities and meet multiple outcomes. Our knowledge of the local community means these activities will have a real impact where it is needed most. Environmental tasks have become far more popular in recent years so during 2023 we were able to increase our presence in Croydon and develop new and impactful opportunities in Ealing. This has given us the potential to increase activity by up to 40% over previous years. 2023 also saw a massive increase in in-office volunteering with now over 1,600 volunteers choosing this option. We currently have four in-office options and plan to increase these options during 2024.

Wrap Up London is HandsOn London's annual coat collection campaign. Held in November, the campaign engages Londoners across the capital to donate their old or unwanted coats. Each year, collections are set up at main commuter tube stations across London. Many corporate partners also hold in-house collections, encouraging staff to drop off coats which are then sent in to support the campaign. The campaign is increasingly encouraging schools, colleges, shops, hotels and places of worship to also hold collections. The collected coats are sorted, packed, and distributed to community partners across Greater London supporting the most vulnerable at homeless shelters, women's refuges, elderly centres, refugee centres and children's charities. WrapUp is a registered trademark of Hands On London. Since the campaign started in 2011, WrapUp London has collected and distributed over 218,000 warm coats.

## CEO's Message

2024 saw an increase to 7,655 corporate volunteers from 4,854 in 2023, an increase of 57%. Corporate volunteers were involved with 473 projects during 2024 up from 316 in 2023. Cumulatively, volunteers spent 30,902 hours volunteering with HandsOn London.

During 2024 we were able to increase our presence in Ealing with several large projects. This has given us the potential to increase activity by up to 25% over the previous year. 2024 also saw a massive increase in in-office volunteering with now over 3,200 volunteers choosing this option, representing 42% of all corporate volunteer days. We currently have six in-office options and plan to increase these options during 2025, with respect to the needs of our charity partners.

2024 saw the seventh year of our environmental campaign, Brighten Up London. During 2024, we continued with our focus on pollinator friendly projects, planting wildflower meadows and constructing habitats. Lasting the whole Spring to Autumn period, the campaign engaged a total of 3,276 volunteers compared with 2,500 volunteers in 2023.

2024 was another successful year for HandsOn London's partnership with Good Deeds Day. Good Deeds Day is celebrated in April across 109 countries and shines a yearly spotlight on community and government volunteering initiatives. Throughout the month we hosted 12 days with corporate teams and smaller groups to spread the word about volunteer stories and the positivity that volunteering generates.

Our family days kicked off in the spring, and took place across the city in London parks, schools and community centres. We hosted 47 family-friendly events throughout the year, up from 10 in 2023, with activities for children as young as 2 years-old joining in. Some of the opportunities for 2024 included WrapUp London coat sorting, construction at a school eco garden and scything the meadows in Wormwood Scrubs. We were joined by many regulars, including religious groups and housing associations for vulnerable people, as well as first time volunteers and students.

Wrap Up London celebrated its fourteenth year in 2024, collecting and distributing 15,687 warm coats for some of the most vulnerable in our city. This figure was slightly down on the 16,420 in 2023, mostly affected by the current working patterns of commuters to the city. The reduced collections were particularly apparent from the Westminster area. 90 different charity projects accepted warm clothing this year, an increase from 75 the previous year.

During 2016, the first WrapUp outside of London was launched, WrapUp Manchester run by partners Human Appeal. 2024 saw 34 WrapUp campaigns across the UK and the second WrapUp in Berlin, kindly supported by members of the Gunnercooke Foundation. William Blair International has been supporting Wrap Up London since the start of the campaign in 2011 and we are delighted that they were able to commit again for 2024. As a major campaign, the support of The London Underground, Safestore, British Land, Broadgate London, Lands End, The London Fire Brigade, Gunnercooke and others has been vital.

## Report of the Board of Trustees

The Board presents its report for Hands On London (hereafter HOL) for the year from 1st January 2024 to 31 December 2024. The members of the Board during the year were:

*Trustees:*

	Appointed:	Resigned
Carolyn Kaiser, Trustee	01/09/2011	
Nisha Hartelius, Trustee	20/10/2015	
Rachael Walls, Trustee	21/09/2016	31/12/2024
Susanna Trevorah, Trustee	11/07/2017	
Peter Jonas, Trustee	22/11/2017	

The Board is responsible for managing the affairs of the organisation. The trustees are elected annually. The Board has the power to fill trustee vacancies arising during the year. A comprehensive induction process for Board members includes providing them with the HOL business plan, an overview of the current charity and corporate partners, a review of the Hands On Network business model and how this relates to HOL. Typically, Trustees will play an active role during the annual Wrap Up London campaign. The trustees are also directors for the purposes of company law and the Trustees' Report includes the requirements of a Director's Report. The Board has regular formal meetings throughout the year and holds ad-hoc meetings as required.

The organisation is a registered private company limited by guarantee as of 14 October 2010 (Companies Number 07407984). It is a registered charity in England & Wales through the Charity Commission, as of 8 February 2011 (Charities Commission Number 1140291). Correspondence should be addressed to Hands On London, Oasis Camden, 85-87 Bayham Street, London NW1 0AG

The charity is governed by the Memorandum and Articles of Association as amended on 3 February 2011. The Board has reviewed the organisation's activities and confirm that they meet the guidance given by the Charity Commission regarding Public Benefit.

## Objectives, Policies and Organisation

The objects of the charity are established in its Memorandum and Articles of Association, which are:

To promote the efficiency and effectiveness of charities, not-for-profit organisations and voluntary organisations are for the benefit of the public by the provision of volunteers in the Greater London area. For the purpose of this clause, charities are organisations that are established for exclusively charitable purposes in accordance with the laws of England and Wales. Voluntary and not-for-profit organisations are independent organisations that are established for purposes that add value to the community as a whole, or a significant section of the community and which are not permitted by their constitution to make a profit for private distribution. Voluntary organisations do not include local government or other statutory authorities.

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Our vision is to make HOL the premier volunteer organisation for individuals in the Greater London area. By mobilising, facilitating and expanding volunteer networks, HOL will propagate the vision that we all have a role to play in making our city a better place and that we each have the time, information and means to do so. We can all be the change by volunteering.

## The Need

Several factors impede the expansion of volunteerism in London. According to the latest Department of Communities and Local Government Citizenship Survey, some of the most reported barriers to volunteering were time and informational constraints.

Time constraints are the most common barrier to participation reported by those who either do not volunteer or volunteer infrequently. Given time constraints, potential volunteers are often unable to make a fixed, regular commitment to volunteer. Moreover, many volunteer opportunities are scheduled during weekdays, rather than evenings or weekends. Both characteristics of current volunteer opportunities seriously impede volunteerism by those individuals with time constraints.

Lack of information on volunteer opportunities poses further barriers: 18% reported that they had “not heard about opportunities to help”, and 14% reported that they “did not know any groups that need help”. Moreover, the Survey reports a large majority of volunteers depend upon word-of-mouth information to identify volunteer opportunities.

The information available on volunteer opportunities in London is very fragmented and often out of date making it difficult for individuals to locate and sign up for volunteer opportunities. Informational barriers are compounded by other factors, including:

1. Many volunteer websites are not user-friendly.
2. Many small non-profit organisations do not have websites or social media pages. Where they do, they are often not optimised for volunteering searches.
3. Many volunteering websites are national and not London-focused. Therefore, it is difficult for potential volunteers to identify opportunities that are readily accessible to where they live and work.
4. Typically, to volunteer, one must ‘apply’ for each specific position, which is cumbersome and time-consuming.
5. Normally, UK volunteers must apply for a DBS check which can take months to receive. Furthermore, even if they get a DBS check, it is not portable to another charity within London. This is a major barrier to people who wish to give their time to more than one good cause.

## How we achieve our objectives

The business model for volunteerism used by HOL provides a solution to many of the time, informational and regulatory constraints that currently impede the growth of volunteerism. HOL aims to create a volunteering experience that is flexible, accessible, convenient and efficient, to both the user and the receiver of the service. To this end, HOL has implemented the following key elements of its business model:

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- Since 2010 HOL has established over 140 partner relationships with diverse not-for-profit organisations. HOL seeks to diversify and expand its network with partner agencies by continually expanding its relationships with not-for-profits both geographically and by sector.
  - HOL has established a website, which serves as a time-efficient portal for currently available volunteer opportunities. Registered volunteers can search for specific volunteer opportunities and sign up on-line. This allows participants to volunteer on a one-off or continuing basis.
  - For each corporate project, HOL provides any resources needed for the project, support to the beneficiary organisation and an on-site Project Team Leader to ensure that everything runs smoothly on the day.

The trustees have paid due regard to the guidance issued by the Charity Commission regarding what activities to undertake.

## Review of Developments, Activities and Achievements

During the 2024 Financial Year, HOL accomplished the following:

- Development of more small, local and regular environmental projects.
- The support of over 140 charity partners with volunteers, capacity building and gifts in kind.
- 5,821 volunteers gave a total of 17,767 hours of community service across 246 projects.
- HOL has been featured in The Metro and Evening Standard newspapers. We were also featured in other local papers, trade magazines and blogs (Secret London, Londonist, Broadgate News, The Big Issue, TFL and numerous corporate and retail websites and blogs).
- Wrap Up London collected 15,687 warm coats during Wrap Up London making a total of 212,032 since the campaign launched in 2011.
- Supplied 2 tons (24 cu metres) of warm clothes, sleeping bags, boots, hygiene items and toys for the recovered villages in the Donbas, Ukraine during November.

## Future plans

- To further develop staff and trustee appraisal, development, and training.
- Continue to seek new and diverse charity partners to provide a stronger offering to both individual and corporate volunteers with a focus on West London.
- Increase the reach of the Wrap Up London initiative to further cities in the UK through on-going partnerships and to further develop our presence in Germany and to encourage a wide EU presence.
- Increase the number of volunteers through a stronger choice of charitable activity, at different locations across the capital.
- To further develop our family friendly volunteer days to at least four times a month.
- Increase the ways we interact and communicate with our individual volunteers.
- To continue to diversify and increase our corporate partnerships, for annual or multi-year engagement programmes with a focus on year-round volunteering.
- Increase HOL's profile in the Greater London community with a special focus on media awareness campaigns by increasing our presence on social media channels.
- Diversify our funding streams.

## Risk Management

The Board has conducted a review of the major risks to which the charity is exposed. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to a strategic plan that is being updated which will allow for the diversification of funding and activities. We, therefore, envision that internal control risks will be further minimised by the implementation of review procedures for all transactions and projects, as well as the on-going training of staff. The organisation relies heavily on volunteers and charitable work undertaken by corporate partners.

## Finances and Reserves Policy

The attached financial statements show the current state of the finances of the organisation compared to the prior period as of 31 December 2023.

Summary of major changes in income less expenditure:		
	2024	2023
	£	£
Donation income	162,867	98,790
Charitable event management	338,365	233,774
Other income	-	-
Expenditures	(431,130)	(323,982)
Net surplus for the period to 31 December	70,102	8,582

### Income

Donation income for the period has been generated from trust and foundations and due to the on-going efforts of the Board and the volunteers assisting in the mission of the organisation.

Charitable event management, which are funds paid to the organisation in exchange, at least in part, for services such as corporate volunteering provided by the organisation, for the period has been generated due to the on-going efforts of the Board and the strategic use of already developed networks of professionals within the UK. The services provided in support of these funds formed a large part of the effort of the volunteers and employees as they focused on delivering a top-quality service expected by the large and respected corporations that hired the organisation during the year.

### Expenditures

Expenditures to generate voluntary income and fundraising relate to reaching out to contacts within the UK and beyond and visiting numerous potential supporters, organising events and follow-up.

Expenditures to conduct charitable activities relate to project management of events and activities, performing presentations to numerous corporations, and the identification and training of volunteers.

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**Reserves**

The organisation holds unrestricted funds to:

- fund specific projects such as charitable event management which may arise at relatively short notice.
- Meet on-going costs in relation to the running of the organisation, including renting of premises and administration costs.

The amount and timing of certain sources of income are variable in nature including expenditures. Funds often are committed in advance of knowing the precise total income from an event. The Board, therefore, considers it prudent to hold unrestricted reserves. The Board reviews the level of reserves on an annual basis. Reserves held at 31 December 2024 amount to £240,505; (2023: £170,403). The current target cash reserve is £125,000 which reflects approximately 3 months operating costs.

**Other**

The organisation's bankers are the Cooperative Bank and the Independent Examiner is Warner Wilde Ltd.

Bankers:	The Cooperative Bank
	60 Kingsway
	Holborn
	London WC2B 6DS
Independent Examiner:	FJ Wilde FCCA DChA
	Warner Wilde Limited
	4 Marigold Drive
	Bisley
	Surrey
	GU24 9SF

### **Basis of Preparation**

Warner Wilde was appointed as advisors and Independent Examiners of the organisation's financial statements.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

For and on behalf of the Board



Peter Jonas, Chairperson



Dated

### **Statement of Board members' responsibilities as trustees**

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume the charity will continue in operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity, and which enable them to ensure that the financial statements comply with the Statement of the Recommended Practice: Accounting and Reporting by Charities 2015 and in accordance with the special provisions of the Companies Act 2006 relating to small entities. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **Report of the Independent Examiner to the Trustees of Hands On London**

I report to the trustees on my examination of the financial statements of Hands On London (the charity) for the year ended 31 December 2024.

#### **Responsibilities and basis of report**

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### **Independent examiner's statement**

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

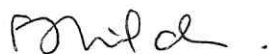
2. the financial statements do not accord with those records; or

3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or

4. the financial statements have not been prepared in accordance with the methods and principles of the

Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.



F J Wilde FCCA DChA

Warner Wilde

4 Marigold Drive

Bisley

Surrey

GU24 9SF

Dated.....29 September 2025.....

**Statement of Financial Activities (Incorporating Income & Expenditure account) for the year ended 31 December 2024**

	2024	2024	2024	2023	
	Unrestricted Funds	Restricted Funds	Total Funds	Prior 12 month Period Total Funds	Further Details
	£	£	£	£	
<b>Income from:</b>					
Donations and legacies	74,177	88,690	162,867	98,790	2
Charitable activities	338,365	-	338,365	233,774	3
<b>Total</b>	<b>412,542</b>	<b>88,690</b>	<b>501,232</b>	<b>332,564</b>	
<b>Expenditure on:</b>					
Raising funds	52,380	-	52,380	41,322	4
Charitable activities	237,786	88,690	326,476	238,409	4
Support Costs	52,274	-	52,274	44,251	4
<b>Total</b>	<b>342,440</b>	<b>88,690</b>	<b>431,130</b>	<b>323,982</b>	
Net income/(expenditure)	70,102	-	70,102	8,582	
Transfers between funds					
<b>Net movement in funds</b>	<b>70,102</b>	<b>-</b>	<b>70,102</b>	<b>8,582</b>	
<b>Reconciliation of funds:</b>					
Total funds brought forward	170,403		170,403	161,821	
<b>Total funds carried forward</b>	<b>240,505</b>		<b>240,505</b>	<b>170,403</b>	

No separate Statement of Total Recognised Gains and Losses has been presented as all such gains and losses have been presented within the Statement of Financial Activities. The net movement of the funds for the year arises from the charity's continuing operations.

**Balance Sheet as at 31 December 2024**

	Notes	2024 £	2023 £
<b>Current assets</b>			
Debtors	7	87,632	59,204
Cash at bank and in hand		162,201	129,402
		<u>249,833</u>	<u>188,606</u>
Creditors: amounts due within one year	8	(9,328)	(18,203)
		<u>240,505</u>	<u>170,403</u>
<b>Net current assets</b>			
		<u>240,505</u>	<u>170,403</u>
<b>Net assets</b>			
		<u>240,505</u>	<u>170,403</u>
<b>Unrestricted income funds</b>			
General purpose funds	9	240,505	170,403
		<u>240,505</u>	<u>170,403</u>
<b>Total funds</b>		<u>240,505</u>	<u>170,403</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006.

The financial statements were approved by the trustees on 22 September 2024



Trustee

**Cashflow Statement as at 31st December 2024**

	<b>Total</b>
<b>OPERATING ACTIVITIES</b>	<b>£</b>
Net Income	70,102.28
Adjustments to reconcile Net Income to Net Cash provided by operations:	
Debtors	-24,893.38
Accrued Income	-3,629.26
Creditors	2,294.93
VAT Control	-432.17
VAT Suspense	-10,643.65
Total Adjustments to reconcile Net Income to Net Cash provided by operations:	-
	<b>37,303.53</b>
Net cash provided by operating activities	<b>32,798.75</b>
Net cash increase for period	<b>32,798.75</b>
Cash at beginning of period	<u>129,402.18</u>
Cash at end of period	<u><b>162,200.93</b></u>

The trustees are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

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

The trustees acknowledge their responsibilities for:

- (i) ensuring that the company keeps adequate accounting records which comply with section 386 of the Act, and
- (ii) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial period and of its surplus and deficits for the financial period in accordance with the requirements of sections 394 and 395, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

The following notes on these pages form part of these financial statements.

Approved and authorised by the Board and signed on their behalf by:-



Peter Jonas  
Chairperson



Dated

## **Notes to the Accounts**

### **1. Accounting Policies**

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the financial statements.

#### Basis of presentation of accounts

These financial statements have been prepared under the historical cost convention and comply with the Companies Act 2011. The financial statements have been prepared in accordance with the current Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities", and applicable accounting standards.

The charity has taken advantage of the provisions of the SORP for charities applying FRS12 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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 £. They have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

#### Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Designated funds are funds established by the Board from time to time for specific projects or purposes, are not in any way restricted and any surplus or deficit will be transferred to/from the general purposes fund when the designated fund is closed.

Restricted funds are subject to restrictions on their expenditures imposed by the donor or through the terms of an appeal.

#### Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income, there is probability of receipt, and an amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Charitable activities income consists of project management fees paid to the organisation by other entities for the design, staffing, training and management related to charitable activities organised for the employees of the entities. Income is recognised as services performed. They also include corporate sponsorship of certain charitable activities.
- Donations income includes amounts received from individuals and corporate entities that are considered donations in substance. Gift Aid recoverable is included within the same category of income to which the Gift Aid claim relates to the same period in which that income is recognised.
- Income from grants is recognised when an entitlement is demonstrable, and any conditions attached are wholly within the control of the organisation.

- No value has been attributed to the contribution of those acting as volunteers.
- Donated facilities and services are included in income at the lower of open market value and the value to the charity. Donated goods are included at fair value except for Wrap Up London which is an annual campaign undertaken by the charity whereby donated used coats are distributed to shelters and refuges across London. The charity does not recognise the donated coats received as income since the charity cannot provide an accurate valuation of the coats.

### Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes VAT that cannot be fully recovered and is reported as part of the expenditure to which it relates:

Charitable expenditure includes the direct costs of designing, staffing, training and managing charitable events organised for the employees of corporate entities who employ the services of the organisation. Costs also include supplies, materials and any professional supported contracted in. Costs incurred in the preparation of events are treated as prepayments until the event has occurred.

Costs of generating voluntary income include the design, preparation, printing and delivery of presentations to individuals and corporate entities to generate donations.

Costs are charged directly to the most appropriate activity or category. Board expenditure is allocated on the basis of where the majority of time is spent on activities.

### Pensions

Hands On London makes contributions for eligible employees to a defined contribution pension scheme which are included in the accounts as they become payable.

## **2. Donations**

	<b>2024 Unrestricted</b>	<b>2024 Restricted</b>	<b>2024 Total</b>	<b>2023 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Donations	62,638		62,638	50,375
Grants	11,539	61,890	73,429	33,215
Donations in Kind	-	26,800	26,800	15,200
	<b>74,177</b>	<b>88,690</b>	<b>162,867</b>	<b>98,790</b>

Donations in kind relate specifically to:

Safestore Self Storage for the donation of warehouses for the 2024 Wrap Up London Campaign. The storage space was estimated to be approximately £15,000 for one-month use. Storex24 and

UPS were new to support with in kind donations of £600 and £1,500 respectively. The drivers' time and van hire donated was estimated to be approximately £2,200 and £6,000. Additional donations in kind of £1,500 relate to recycling support from We Are Recycling during the same campaign.

### 3. Income from charitable activities

	2024	2024	2024	2023
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Project Management fees	338,365	-	338,365	233,774
	<b>338,365</b>	<b>-</b>	<b>338,365</b>	<b>233,774</b>

### 4. Total expenditure

	Raising Funds 2024	Charitable Activities 2024	Support Costs 2024	2024 Total	2023 Total
	£	£	£	£	£
<b>Costs directly allocated to activities</b>					
Staff costs	36,717	159,105	48,955	244,777	204,788
Event Costs	7,950	151,054	-	159,004	96,713
Recruitment	-	-	-	-	-
Travel	-	-	-	-	-
Independent examiner's fees	-	-	1,085	1,085	1,050
<b>Support costs allocated to activities</b>					
Premises Floor area	6,038	9,058	-	15,096	10,212
General office Staff time	1,675	7,259	2,233	11,167	11,219
<b>Totals</b>	<b>52,380</b>	<b>326,476</b>	<b>52,274</b>	<b>431,130</b>	<b>323,982</b>

Restricted expenditure for the year ended 31<sup>st</sup> December 2024 was £88,690.

## 5. Staff costs

The average number of FTEs employed during the year was 7.9 (2023; 7). No employees received more than £60,000 per annum in remuneration in the year. Staff costs for the financial year, including Key Management Personnel (CEO £44,309), were as follows:

	2024	2023
	£	£
Wages and Salaries	215,009	180,524
Employers National Insurance	18,935	15,487
Employers Pension Contributions	10,833	8,777
	<b>244,777</b>	<b>204,788</b>

## 6. Trustee remuneration

During the year 2024, no trustees received any remuneration or benefits in kind (2023: nil). No expenses were reimbursed nor paid to any trustees, either (2023: nil).

## 7. Debtors

	At 31st December 2024	At 31st December 2023
	£	£
Trade Debtors	84,003	59,203
Other: Accrued Income	3,629	-
Prepayments	-	-
<b>Total</b>	<b>87,632</b>	<b>59,203</b>

**8. Creditors**

	At 31 December 2024	At 31 December 2023
	£	£
Taxes and Social Security	(1,124)	10,046
Accruals and deferred income	10,452	8,157
<b>Total</b>	<b>9,238</b>	<b>18,203</b>

**9. Movements in funds**

	At 1 <sup>st</sup> January 2024	Incoming resources	Outgoing resources	At 31 December 2024
	£	£	£	£
<b>Restricted funds:</b>				
Wrap Up London (donations in Kind)	-	26,800	(26,800)	-
Wrap Up London	=	61,890	(61,890)	-
<i>Total restricted funds</i>	-	88,690	(88,690)	-
<b>Unrestricted funds:</b>				
General funds	170,403	412,452	(342,439)	240,505
<i>Total unrestricted funds</i>	170,403	412,452	(342,439)	240,505
<b>Total funds</b>	<b>170,403</b>	<b>501,232</b>	<b>(431,130)</b>	240,505

## **10. Related Party Transactions**

There were no related party transactions (2023, none).

## **11. Volunteer Time Donated**

The charity benefits greatly from the involvement and the enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

The organisation is a registered private company limited by guarantee as of 14 October 2010 (Companies Number 07407984). It is a registered charity in England & Wales through the Charity Commission, as of 8 February 2011 (Charities Commission Number 1140291). Correspondence should be addressed to Hands On London, Oasis Camden, 85-87 Bayham Street, London NW1 0AG.

## THANK YOU

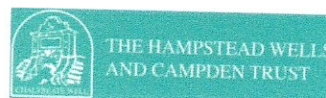
Thank you very much to our corporate partners and sponsors for their generous support, everyone who made donations to Hands On London, as well as everyone who gave their time through every single volunteering day and event!

Special thanks in particular to the organisations below who kindly provided financial and in-kind support during 2024:

*William Blair*



gunnercooke



PAUL  
depuis 1889



**HANDS ON LONDON**

England & Wales - Charity number 1140291

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# Accounts

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**Hands On London**

**Trustees Report (including Director's Report)**

**and**

**Financial Statements**

**31 December 2023**

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## Board

Chairperson	Peter Jonas	
Trustee	Founder, Elizabeth Grier	Resigned July 2023
Trustee	Nisha Hartelius	
Trustee	Rachael Walls	
Trustee	Susanna Trevorah	
Trustee	Carolyn Kaiser	
Trustee	Madeleine Sugden	Resigned July 2023

## Our contact details:

Web	<a href="http://www.handsonlondon.org.uk">www.handsonlondon.org.uk</a>
Email	<a href="mailto:info@handsonlondon.org.uk">info@handsonlondon.org.uk</a>
Telephone	+44 (0) 7399 441 895
Registered office	Hands On London Oasis Camden 85-87 Bayham Street Camden Town London NW1 0AG

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## Introduction to Hands On London

HandsOn London is a registered charity with a fresh approach to volunteering. Its mission is to inspire and empower people to be the change they want to see.

Typically, mainstream volunteering opportunities require a significant commitment on the volunteers' time, normally requiring a regular attendance (typically for a minimum of six months) and can have a lengthy induction and training periods. For many with limited time, this poses an insurmountable barrier. HandsOn London believes that volunteering can be more flexible. Our unique approach is to provide volunteer opportunities that are easy to access, full of choice, rewarding, fun and have real impact where it matters most.

Hands On London works with over 140 small and medium sized local community projects, identifying and helping to create flexible opportunities that make a real difference to the value of their work and the communities they are based in. Hands On London provides volunteer support to a wide range of charities and other community groups. These range from homelessness organisations, older people's day centres, employment groups, children's groups and environmental organisations.

Our growing relationships with the third sector enable us to offer our corporate partners meaningful volunteering projects. We can develop a single day, a monthly or an annual programme to develop the values of our corporate partners and the interests of their teams. Programmes can incorporate multiple activities and meet multiple outcomes. Our knowledge of the local community means these activities will have a real impact where it is needed most. Environmental tasks have become far more popular in recent years so during 2023 we were able to increase our presence in Croydon and develop new and impactful opportunities in Ealing. This has given us the potential to increase activity by up to 40% over previous years. 2023 also saw a massive increase in in-office volunteering with now over 1,600 volunteers choosing this option. We currently have four in-office options and plan to increase these options during 2024.

Wrap Up London is HandsOn London's annual coat collection campaign. Held in November, the campaign engages Londoners across the capital to donate their old or unwanted coats. Each year, collections are set up at main commuter tube stations across London. Many corporate partners also hold in-house collections, encouraging staff to drop off coats which are then sent in to support the campaign. The campaign is increasingly encouraging schools, colleges, shops, hotels and places of worship to also hold collections. The collected coats are sorted, packed, and distributed to community partners across Greater London supporting the most vulnerable at homeless shelters, women's refuges, elderly centres, refugee centres and children's charities. WrapUp is a registered trademark of Hands On London. Since the campaign started in 2011, WrapUp London has collected and distributed over 218,000 warm coats.

## CEO's Message

2023 saw an increase to 4,854 corporate volunteers from 3,672 in 2022 an increase of 32%. Corporate volunteers were involved with 316 projects during 2023 up from 192 in 2022.

2023 saw the sixth year of our environmental campaign, Brighten Up London. During 2023, we continued with our focus on pollinator friendly projects, planting wildflower meadows and constructing habitats. Lasting the whole Spring to Autumn period, the campaign engaged a total of 2500 volunteers who gave 12,000 hours of their time compared with 1,500 volunteers and 6,601 hours in 2022.

2023 was another successful year for HandsOn London's partnership with Good Deeds Day. Good Deeds Day is celebrated in April across 110 countries and shines a yearly spotlight on community and government volunteering initiatives. Throughout the month we hosted 12 days with corporate teams and smaller groups in order to spread the word about volunteer stories and the positivity that volunteering generates.

Our family days kicked off in the spring, and took place across the city in London parks, schools and community centres. We hosted 10 family-friendly events throughout the year, with activities for children as young as 2 years-old joining in. Some of the opportunities for 2023 included WrapUp London coat sorting, construction at a school eco garden and scything the meadows in Wormwood Scrubs. We are joined by many regulars, including religious groups and housing associations for vulnerable people, as well as first time volunteers and students.

Wrap Up London celebrated its twelfth year in 2022, collecting and distributing 16,420 warm coats for some of the most vulnerable in our city. This figure was an increase on 2022 but not as high as pre-pandemic levels. Over 1,100 volunteers took part between November and December. Since the campaign started in 2010, Wrap Up London has collected and distributed a total of 228,452 warm coats.

During 2016, the first Wrap Up outside of London was launched, Wrap Up Manchester run by partners Human Appeal. 2023 saw 24 WrapUp campaigns across the UK and the first Wrap Up in Europe: WrapUp Berlin, kindly supported by members of the gunnercooke foundation. William Blair International has been supporting Wrap Up London since the start of the campaign in 2011 and we are delighted that they were able to commit again for 2023. As a major campaign, the support of The London Underground, Safestore, British Land, Broadgate London, Lands End, The London Fire Brigade, Gunnercooke and others has been vital.

## Report of the Board of Trustees

The Board presents its report for Hands On London (hereafter HOL) for the year from 1st January 2023 to 31 December 2023. The members of the Board during the year were:

*Trustees:*

	Appointed:	Resigned
Elizabeth Grier, Trustee	14/10/2010	18/07/2023
Carolyn Kaiser, Trustee	01/09/2011	
Nisha Hartelius, Trustee	20/10/2015	
Rachael Walls, Trustee	21/09/2016	
Susanna Trevorah, Trustee	11/07/2017	
Peter Jonas, Trustee	22/11/2017	
Madeleine Sugden, Trustee	02/11/2020	18/07/2023

The Board is responsible for managing the affairs of the organisation. The trustees are elected annually. The Board has the power to fill trustee vacancies arising during the year. A comprehensive induction process for Board members includes providing them with the HOL business plan, an overview of the current charity and corporate partners, a review of the Hands On Network business model and how this relates to HOL. Typically, Trustees will play an active role during the annual Wrap Up London campaign. The trustees are also directors for the purposes of company law and the Trustees' Report includes the requirements of a Director's Report. The Board has regular formal meetings throughout the year and holds ad-hoc meetings as required.

The organisation is a registered private company limited by guarantee as of 14 October 2010 (Companies Number 07407984). It is a registered charity in England & Wales through the Charity Commission, as of 8 February 2011 (Charities Commission Number 1140291). Correspondence should be addressed to Hands On London, Oasis Camden, 85-87 Bayham Street, London NW1 0AG

The charity is governed by the Memorandum and Articles of Association as amended on 3 February 2011. The Board has reviewed the organisation's activities and confirm that they meet the guidance given by the Charity Commission regarding Public Benefit.

## Objectives, Policies and Organisation

The objects of the charity are established in its Memorandum and Articles of Association, which are:

To promote the efficiency and effectiveness of charities, not-for-profit organisations and voluntary organisations are for the benefit of the public by the provision of volunteers in the Greater London area. For the purpose of this clause, charities are organisations that are established for exclusively charitable purposes in accordance with the laws of England and Wales. Voluntary and not-for-profit organisations are independent organisations that are established for purposes that add value to the community as a whole, or a significant section of the community and which are not permitted by their constitution to make a profit

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for private distribution. Voluntary organisations do not include local government or other statutory authorities.

Our vision is to make HOL the premier volunteer organisation for individuals in the Greater London area. By mobilising, facilitating and expanding volunteer networks, HOL will propagate the vision that we all have a role to play in making our city a better place and that we each have the time, information and means to do so. We can all be the change by volunteering.

## The Need

Several factors impede the expansion of volunteerism in London. According to the latest Department of Communities and Local Government Citizenship Survey, some of the most reported barriers to volunteering were time and informational constraints.

Time constraints are the most common barrier to participation reported by those who either do not volunteer or volunteer infrequently. Given time constraints, potential volunteers are often unable to make a fixed, regular commitment to volunteer. Moreover, many volunteer opportunities are scheduled during weekdays, rather than evenings or weekends. Both characteristics of current volunteer opportunities seriously impede volunteerism by those individuals with time constraints.

Lack of information on volunteer opportunities poses further barriers: 18% reported that they had “not heard about opportunities to help”, and 14% reported that they “did not know any groups that need help”. Moreover, the Survey reports a large majority of volunteers depend upon word-of-mouth information to identify volunteer opportunities.

The information available on volunteer opportunities in London is very fragmented and often out of date making it difficult for individuals to locate and sign up for volunteer opportunities. Informational barriers are compounded by other factors, including:

1. Many volunteer websites are not user-friendly.
2. Many small non-profit organisations do not have websites or social media pages. Where they do, they are often not optimised for volunteering searches.
3. Many volunteering websites are national and not London-focused. Therefore, it is difficult for potential volunteers to identify opportunities that are readily accessible to where they live and work.
4. Typically, to volunteer, one must ‘apply’ for each specific position, which is cumbersome and time-consuming.
5. Normally, UK volunteers must apply for a DBS check which can take months to receive. Furthermore, even if they get a DBS check, it is not portable to another charity within London. This is a major barrier to people who wish to give their time to more than one good cause.

## How we achieve our objectives

The business model for volunteerism used by HOL provides a solution to many of the time, informational and regulatory constraints that currently impede the growth of volunteerism. HOL aims to create a volunteering experience that is flexible, accessible, convenient and efficient, to both the user and the receiver of the service. To this end, HOL has implemented the following key elements of its business model:

- 
- Since 2010 HOL has established over 140 partner relationships with diverse not-for-profit organisations. HOL seeks to diversify and expand its network with partner agencies by continually expanding its relationships with not-for-profits both geographically and by sector.
  - HOL has established a website, which serves as a time-efficient portal for currently available volunteer opportunities. Registered volunteers can search for specific volunteer opportunities and sign up on-line. This allows participants to volunteer on a one-off or continuing basis.
  - For each corporate project, HOL provides any resources needed for the project, support to the beneficiary organisation and an on-site Project Team Leader to ensure that everything runs smoothly on the day.

The trustees have paid due regard to the guidance issued by the Charity Commission regarding what activities to undertake.

## Review of Developments, Activities and Achievements

During the 2023 Financial Year, HOL accomplished the following:

- Development of more small, local and regular environmental projects.
- The support of over 140 charity partners with volunteers, capacity building and gifts in kind.
- 5,821 volunteers gave a total of 17,767 hours of community service across 246 projects.
- HOL has been featured in The Metro and Evening Standard newspapers. We were also featured in other local papers, trade magazines and blogs (Secret London, Londonist, Broadgate News, The Big Issue, TFL and numerous corporate and retail websites and blogs).
- Wrap Up London collected 14,787 warm coats during Wrap Up London making a total of 212,032 since the campaign launched in 2011.
- Supplied 2 tons (24 cu metres) of warm clothes, sleeping bags, boots, hygiene items and toys for the recovered villages in the Donbas, Ukraine during November.

## Future plans

- To further develop staff and trustee appraisal, development, and training.
- Continue to seek new and diverse charity partners to provide a stronger offering to both individual and corporate volunteers with a focus on West London.
- Increase the reach of the Wrap Up London initiative to further cities in the UK through on-going partnerships.
- Increase the number of volunteers through a stronger choice of charitable activity, at different locations across the capital.
- To develop our family friendly volunteer days to at least once a month.
- Increase the ways we interact and communicate with our individual volunteers.
- To continue to diversify and increase our corporate partnerships, for annual or multi-year engagement programmes with a focus on year-round volunteering.
- Increase HOL's profile in the Greater London community with a special focus on media awareness campaigns by increasing our presence on social media channels.
- Diversify our funding streams.

## Risk Management

The Board has conducted a review of the major risks to which the charity is exposed. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to a strategic plan that is being updated which will allow for the diversification of funding and activities. We, therefore, envision that internal control risks will be further minimised by the implementation of review procedures for all transactions and projects, as well as the on-going training of staff. The organisation relies heavily on volunteers and charitable work undertaken by corporate partners.

## Finances and Reserves Policy

The attached financial statements show the current state of the finances of the organisation compared to the prior period as of 31 December 2022.

Summary of major changes in income less expenditure:		
	2023	2022
	£	£
Donation income	98,790	85,016
Charitable event management	233,774	188,835
Other income	-	-
Expenditures	(323,982)	(247,181)
Net surplus for the period to 31 December	8,582	26,670

### Income

Donation income for the period has been generated from trust and foundations and due to the on-going efforts of the Board and the volunteers assisting in the mission of the organisation.

Charitable event management, which are funds paid to the organisation in exchange, at least in part, for services such as corporate volunteering provided by the organisation, for the period has been generated due to the on-going efforts of the Board and the strategic use of already developed networks of professionals within the UK. The services provided in support of these funds formed a large part of the effort of the volunteers and employees as they focused on delivering a top-quality service expected by the large and respected corporations that hired the organisation during the year.

### Expenditures

Expenditures to generate voluntary income and fundraising relate to reaching out to contacts within the UK and beyond and visiting numerous potential supporters, organising events and follow-up.

Expenditures to conduct charitable activities relate to project management of events and activities, performing presentations to numerous corporations, and the identification and training of volunteers.

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**Reserves**

The organisation holds unrestricted funds to:

- fund specific projects such as charitable event management which may arise at relatively short notice.
- Meet on-going costs in relation to the running of the organisation, including renting of premises and administration costs.

The amount and timing of certain sources of income are variable in nature including expenditures. Funds often are committed in advance of knowing the precise total income from an event. The Board, therefore, considers it prudent to hold unrestricted reserves. The Board reviews the level of reserves on an annual basis. Reserves held at 31 December 2023 amount to £170,403; (2022: £161,821). The current target cash reserve of £70,000 has increased from £50,000 from 2023.

**Other**

The organisation's bankers are the Cooperative Bank and the Independent Examiner is Warner Wilde Ltd.

Bankers:	The Cooperative Bank
	60 Kingsway
	Holborn
	London WC2B 6DS
Independent Examiner:	FJ Wilde FCCA DChA
	Warner Wilde Limited
	4 Marigold Drive
	Bisley
	Surrey
	GU24 9SF

### Basis of Preparation

Warner Wilde was appointed as advisors and Independent Examiners of the organisation's financial statements.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

For and on behalf of the Board



Peter Jonas, Chairperson

10. SEPT 2024

### **Statement of Board members' responsibilities as trustees**

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume the charity will continue in operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity, and which enable them to ensure that the financial statements comply with the Statement of the Recommended Practice: Accounting and Reporting by Charities 2015 and in accordance with the special provisions of the Companies Act 2006 relating to small entities. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **Report of the Independent Examiner to the Trustees of Hands On London**

I report to the trustees on my examination of the financial statements of Hands On London (the charity) for the year ended 31 December 2023.

#### **Responsibilities and basis of report**

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### **Independent examiner's statement**

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or

3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or

4. the financial statements have not been prepared in accordance with the methods and principles of the

Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.



F J Wilde FCCA DChA

Warner Wilde

4 Marigold Drive

Bisley

Surrey

GU24 9SF

Dated.....11 September 2024

**Statement of Financial Activities (Incorporating Income & Expenditure account) for the year ended 31 December 2023**

	2023	2023	2023	2022	
	Unrestricted Funds	Restricted Funds	Total Funds	Prior 12 month Period Total Funds	Further Details
	£	£	£	£	
<b>Income from:</b>					
Donations and legacies	53,375	45,415	98,790	85,016	2
Charitable activities	233,774	-	233,774	188,835	3
<b>Total</b>	<b>287,149</b>	<b>45,415</b>	<b>332,564</b>	<b>273,851</b>	
<b>Expenditure on:</b>					
Raising funds	41,322	-	41,322	32,434	4
Charitable activities	192,994	45,415	238,409	179,187	4
Support Costs	44,251	-	44,251	35,560	4
<b>Total</b>	<b>278,567</b>	<b>45,415</b>	<b>323,982</b>	<b>247,181</b>	
Net income/(expenditure)	8,582	-	8,582	26,670	
Transfers between funds					
<b>Net movement in funds</b>	<b>8,582</b>	<b>-</b>	<b>8,582</b>	<b>26,670</b>	
<b>Reconciliation of funds:</b>					
Total funds brought forward	161,821		161,821	135,151	
<b>Total funds carried forward</b>	<b>170,403</b>		<b>170,403</b>	<b>161,821</b>	

No separate Statement of Total Recognised Gains and Losses has been presented as all such gains and losses have been presented within the Statement of Financial Activities. The net movement of the funds for the year arises from the charity's continuing operations.

**Balance Sheet as at 31 December 2022**

		<b>2023</b>	<b>2022</b>
	Notes	£	£
<b>Current assets</b>			
Debtors	7	59,204	41,479
Cash at bank and in hand		129,402	124,410
		<hr/>	<hr/>
		188,606	165,889
Creditors: amounts due within one year	8	(18,203)	(4,068)
		<hr/>	<hr/>
<b>Net current assets</b>		<b>170,403</b>	<b>161,821</b>
<b>Net assets</b>		<hr/> <b>170,403</b> <hr/>	<hr/> <b>161,821</b> <hr/>
<b>Unrestricted income funds</b>			
General purpose funds	9	170,403	161,821
<b>Total funds</b>		<hr/> <b>170,403</b> <hr/>	<hr/> <b>161,821</b> <hr/>

The trustees are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

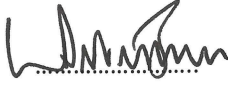
These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The trustees acknowledge their responsibilities for:

- (i) ensuring that the company keeps adequate accounting records which comply with section 386 of the Act, and
- (ii) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial period and of its surplus and deficits for the financial period in accordance with the requirements of sections 394 and 395, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

The following notes on these pages form part of these financial statements.

Approved and authorised by the Board and signed on their behalf by:-



Peter Jonas  
Chairperson

10 Sept 2024

Dated

## **Notes to the Accounts**

### **1. Accounting Policies**

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the financial statements.

#### Basis of presentation of accounts

These financial statements have been prepared under the historical cost convention and comply with the Companies Act 2011. The financial statements have been prepared in accordance with the current Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities", and applicable accounting standards.

The charity has taken advantage of the provisions of the SORP for charities applying FRS12 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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 £. They have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

#### Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Designated funds are funds established by the Board from time to time for specific projects or purposes, are not in any way restricted and any surplus or deficit will be transferred to/from the general purposes fund when the designated fund is closed.

Restricted funds are subject to restrictions on their expenditures imposed by the donor or through the terms of an appeal.

#### Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income, there is probability of receipt, and an amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Charitable activities income consists of project management fees paid to the organisation by other entities for the design, staffing, training and management related to charitable activities organised for the employees of the entities. Income is recognised as services performed. They also include corporate sponsorship of certain charitable activities.
- Donations income includes amounts received from individuals and corporate entities that are considered donations in substance. Gift Aid recoverable is included within the same category of income to which the Gift Aid claim relates to the same period in which that income is recognised.
- Income from grants is recognised when an entitlement is demonstrable, and any conditions attached are wholly within the control of the organisation.

- No value has been attributed to the contribution of those acting as volunteers.
- Donated facilities and services are included in income at the lower of open market value and the value to the charity. Donated goods are included at fair value except for Wrap Up London which is an annual campaign undertaken by the charity whereby donated used coats are distributed to shelters and refuges across London. The charity does not recognise the donated coats received as income since the charity cannot provide an accurate valuation of the coats.

#### Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes VAT that cannot be fully recovered and is reported as part of the expenditure to which it relates:

Charitable expenditure includes the direct costs of designing, staffing, training and managing charitable events organised for the employees of corporate entities who employ the services of the organisation. Costs also include supplies, materials and any professional supported contracted in. Costs incurred in the preparation of events are treated as prepayments until the event has occurred.

Costs of generating voluntary income include the design, preparation, printing and delivery of presentations to individuals and corporate entities to generate donations.

Costs are charged directly to the most appropriate activity or category. Board expenditure is allocated on the basis of where the majority of time is spent on activities.

#### Pensions

Hands On London makes contributions for eligible employees to a defined contribution pension scheme which are included in the accounts as they become payable.

## **2. Donations**

	<b>2023 Unrestricted</b>	<b>2023 Restricted</b>	<b>2023 Total</b>	<b>2022 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Donations	50,375		50,375	7,648
Grants	3,000	30,215	33,215	62,368
Donations in Kind	-	15,200	15,200	15,000
	<b>53,375</b>	<b>45,415</b>	<b>98,790</b>	<b>85,016</b>

Donations in kind relate specifically to:

Safestore Self Storage for the donation of warehouses for the 2023 Wrap Up London Campaign. The storage space was estimated to be approximately £11,500 one-month use. The drivers' time

donated was estimated to be approximately £2,200. Additional donations in kind of £1,500 relate to recycling support from We Are Recycling during the same campaign.

### 3. Income from charitable activities

	2023	2023	2023	2022
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Project Management fees	233,774	-	233,774	188,835
	<b>233,774</b>	<b>-</b>	<b>233,774</b>	<b>188,835</b>

### 4. Total expenditure

	Raising Funds 2023	Charitable Activities 2023	Support Costs 2023	2023 Total	2022 Total
	£	£	£	£	£
<b>Costs directly allocated to activities</b>					
Staff costs	30,718	133,112	40,958	204,788	160,717
Event Costs	4,836	91,877	-	96,713	65,250
Recruitment	-	-	-	-	-
Travel	-	-	-	-	-
Independent examiner's fees	-	-	1,050	1,050	1,000
<b>Support costs allocated to activities</b>					
Premises Floor area	4,085	6,127	-	10,212	8,130
General office Staff time	1,683	7,293	2,243	11,219	12,084
<b>Totals</b>	<b>41,322</b>	<b>238,409</b>	<b>44,251</b>	<b>323,982</b>	<b>247,181</b>

Restricted expenditure for the year ended 31<sup>st</sup> December 2022 was £57,447.

## 5. Staff costs

The average number of FTEs employed during the year was 7.4 (2022; 8). No employees received more than £60,000 per annum in remuneration in the year. Staff costs for the financial year, including Key Management Personnel, were as follows:

	2023	2022
	£	£
Wages and Salaries	151,272	114,009
Key Management Personnel	29,252	28,268
Employers National Insurance	15,487	11,561
Employers Pension Contributions	8,777	6,878
	<b>204,788</b>	<b>160,716</b>

## 6. Trustee remuneration

During the year 2023, no trustees received any remuneration or benefits in kind (2022: nil). No expenses were reimbursed nor paid to any trustees, either (2022: nil).

## 7. Debtors

	At 31st December 2023	At 31st December 2022
	£	£
Trade Debtors	59,203	40,731
Other: Accrued Income	-	-
Prepayments	-	747
<b>Total</b>	<b>59,203</b>	<b>41,479</b>

## 8. Creditors

	<b>At 31</b>	At 31
	<b>December</b>	December
	<b>2023</b>	2022
	<b>£</b>	£
Taxes and Social Security	10,046	3,068
Accruals and deferred income	8,157	1,000
<b>Total</b>	<b>18,203</b>	<b>4,068</b>

## 9. Movements in funds

	<b>At 1<sup>st</sup></b>	<b>Incoming</b>	<b>Outgoing</b>	<b>At 31</b>
	<b>January</b>	<b>resources</b>	<b>resources</b>	<b>December</b>
	<b>2023</b>			<b>2023</b>
	£	£	£	£
<b>Restricted funds:</b>				
Wrap Up London (donations in Kind)	-	15,200	(15,200)	-
Wrap Up London	=	30,215	(30,215)	-
<i>Total restricted funds</i>	-	45,415	(45,415)	-
<b>Unrestricted funds:</b>				
General funds	161,821	287,149	(278,568)	170,402
<i>Total unrestricted funds</i>	161,821	287,149	(278,568)	170,402
<b>Total funds</b>	<b>161,821</b>	<b>332,564</b>	<b>(323,982)</b>	<b>170,402</b>

## 10. Related Party Transactions

There were no related party transactions (2022, none).

### **11. Volunteer Time Donated**

The charity benefits greatly from the involvement and the enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

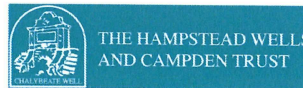
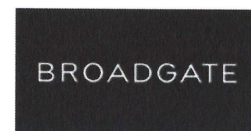
The organisation is a registered private company limited by guarantee as of 14 October 2010 (Companies Number 07407984). It is a registered charity in England & Wales through the Charity Commission, as of 8 February 2011 (Charities Commission Number 1140291). Correspondence should be addressed to Hands On London, Oasis Camden, 85-87 Bayham Street, London NW1 0AG.

THANK YOU

Thank you very much to our corporate partners and sponsors for their generous support, everyone who made donations to Hands On London, as well as everyone who gave their time through every single volunteering day and event!

Special thanks in particular to the organisations below who kindly provided financial and in-kind support during 2022:

*William Blair*



**HANDS ON LONDON**

England & Wales - Charity number 1140291

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# Accounts

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**Hands On London**

**Trustees Report and Financial Statements**

**31 December 2022**

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## Board

Chairperson	Peter Jonas
Trustee	Founder, Elizabeth Grier
Trustee	Nisha Aggarwal
Trustee	Rachael Walls
Trustee	Susanna Trevorah
Trustee	Carolyn Kaiser
Trustee	Madeleine Sugden

## Our contact details:

Web	<a href="http://www.handsonlondon.org.uk">www.handsonlondon.org.uk</a>
Email	<a href="mailto:info@handsonlondon.org.uk">info@handsonlondon.org.uk</a>
Telephone	+44 (0) 7399 441 895
Registered office	Hands On London Oasis Camden 85-87 Bayham Street Camden Town London NW1 0AG

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## Introduction to Hands On London

Hands On London is a registered charity with a fresh approach to volunteering. Its mission is to inspire and empower people to be the change they want to see. Typically, mainstream volunteering opportunities require a significant commitment on the volunteers' time, normally requiring a regular attendance (typically for a minimum of six months) and can have a lengthy induction and training periods. For many with limited time, this poses an insurmountable barrier. Hands On London believes that volunteering can be more flexible. Our unique approach is to provide volunteer opportunities that are easy to access, full of choice, rewarding, fun and have real impact where it matters most.

Hands On London works with over 140 small and medium sized local community projects, identifying and helping to create flexible opportunities that make a real difference to the value of their work and the communities they are based in. This has allowed Hands On London to create an interactive calendar on its website to allow easy access for individual volunteers. This interactive calendar gives our volunteers the chance to choose an opportunity that suits them at a time and place that fits their individual circumstances. Hands On London provides volunteer support to a wide range of charities and other community groups. These range from homelessness organisations, older people's day centres, employment groups, childrens groups and environmental organisations. Our growing relationships with the third sector enable us to offer our corporate partners meaningful volunteering projects. We can develop a single day, a monthly or an annual programme to develop the values of our corporate partners and the interests of their teams. Programmes can incorporate multiple activities and meet multiple outcomes. Our knowledge of the local community means these activities will have a real impact where it is needed most.

Wrap Up London is Hands On London's annual coat collection campaign. Held in November, the campaign engages Londoners across the capital to donate their old or unwanted coats. Each year, collections are set up at main commuter tube stations across London. Many corporate partners also hold in-house collections, encouraging staff to drop off coats which are then sent in to support the campaign. The campaign is increasingly encouraging schools, colleges, shops, hotels and places of worship to also hold collections. The collected coats are sorted, packed, and distributed to community partners across Greater London supporting the most vulnerable at homeless shelters, women's refuges, elderly centres, refugee centres and children's charities. WrapUp is a registered trademark of Hands On London.

The success of Wrap Up London as an established Winter campaign has seen the launch of Brighten Up London in 2017. Brighten Up London was initially launched to celebrate Earth Day but has continued as a summer long campaign.

## CEO's Message

2020 and 2021 was a period year of delivering our mission within the confines of a global pandemic and Covid-19 restrictions. 2022 saw us build upon the learning from these years and build new relationships with new partners who were supported during this period. As Covid-19 restrictions have eased, we have been able to capture more corporate volunteering projects, an important source of income. 2022 saw an increase to 3672 corporate volunteers from 1410 in 2021. Corporate volunteers were involved with 192 projects during 2022 up from 109 in 2021.

2022 also saw the fifth year of our now established environmental campaign, Brighten Up London. During 2020, we continued with our focus on pollinator friendly projects, planting wildflower meadows and constructing Bee Hotels. Lasting the whole Spring to Autumn period, the campaign engaged a total of 1459 volunteers who gave 6,601 hours of their time.

Wrap Up London celebrated its twelfth year in 2022, collecting and distributing 14,787 warm coats for some of the most vulnerable in our city. This figure was less than anticipated as the National Rail Strikes and London Tube strikes plagued the launch week and initial collection days. We estimate that the strikes cost about 11,000 coat donations. However, the campaign saw a staggering 368 local collections taking place in people's homes, schools, libraries and even fire stations. The campaign also saw the highest level of volunteer engagement in its history with 1,588 people giving 5,327 hours of their time. Since the campaign started in 2010, Wrap Up London has collected and distributed a total of 212,032 warm coats.

During 2016, the first Wrap Up outside of London was launched, Wrap Up Manchester. In 2017, the campaign was joined by Birmingham and Glasgow. All delivered by our partners at Human Appeal. 2018 saw Newport and Lancashire join the Wrap Up family and being delivered by Pride in Pill and the local Rotary Club respectively. This created a family of six Wrap Ups across the UK. 2019 saw an incredible increase with 24 Wrap Ups being run across the country. 2020 saw this number drop to 8 national Wrap Ups due to Covid -19 restrictions, but 2021 was back to 24 national Wrap Ups and continued into 2022. In terms of our mission statement, this is an incredible achievement.

William Blair International has been supporting Wrap Up London since the start of the campaign in 2011 and we are delighted that they were able to commit again for 2022. As a major campaign, the support of The London Underground, Safestore, British Land, Broadgate London, Lands End, Paul bakery, Gunnercooke and others has been vital.

## Report of the Board of Trustees

The Board presents its report for Hands On London (hereafter HOL) for the year from 1st January 2021 to 31 December 2022. The members of the Board during the year were:

*Trustees:*

	Appointed:
Elizabeth Grier, Trustee	14/10/2010
Carolyn Kaiser, Trustee	01/09/2011
Nisha Aggarwal, Trustee	20/10/2015
Rachael Walls, Trustee	21/09/2016
Susanna Trevorah, Trustee	11/07/2017
Peter Jonas, Trustee	22/11/2017
Madeleine Sugden, Trustee	02/11/2020

The Board is responsible for managing the affairs of the organisation. The trustees are elected annually. The Board has the power to fill trustee vacancies arising during the year. A comprehensive induction process for Board members includes providing them with the HOL business plan, an overview of the current charity and corporate partners, a review of the Hands On Network business model and how this relates to HOL. Typically, Trustees will play an active role during the annual Wrap Up London campaign. The trustees are also directors for the purposes of company law and the Trustees' Report includes the requirements of a Director's Report. The Board has regular formal meetings throughout the year and holds ad-hoc meetings as required.

The organisation is a registered private company limited by guarantee as of 14 October 2010 (Companies Number 07407984). It is a registered charity in England & Wales through the Charity Commission, as of 8 February 2011 (Charities Commission Number 1140291). Correspondence should be addressed to Hands On London, Oasis Camden, 85-87 Bayham Street, London NW1 0AG

The charity is governed by the Memorandum and Articles of Association as amended on 3 February 2011. The Board has reviewed the organisation's activities and confirm that they meet the guidance given by the Charity Commission regarding Public Benefit.

## Objectives, Policies and Organisation

The objects of the charity are established in its Memorandum and Articles of Association, which are:

To promote the efficiency and effectiveness of charities, not-for-profit organisations and voluntary organisations are for the benefit of the public by the provision of volunteers in the Greater London area. For the purpose of this clause, charities are organisations that are established for exclusively charitable purposes in accordance with the laws of England and Wales. Voluntary and not-for-profit organisations are independent organisations that are established for purposes that add value to the community as a whole, or a significant section of the community and which are not permitted by their constitution to make a profit

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for private distribution. Voluntary organisations do not include local government or other statutory authorities.

Our vision is to make HOL the premier volunteer organisation for individuals in the Greater London area. By mobilising, facilitating and expanding volunteer networks, HOL will propagate the vision that we all have a role to play in making our city a better place and that we each have the time, information and means to do so. We can all be the change by volunteering.

## The Need

Several factors impede the expansion of volunteerism in London. According to the latest Department of Communities and Local Government Citizenship Survey, some of the most reported barriers to volunteering were time and informational constraints.

Time constraints are the most common barrier to participation reported by those who either do not volunteer or volunteer infrequently. Given time constraints, potential volunteers are often unable to make a fixed, regular commitment to volunteer. Moreover, many volunteer opportunities are scheduled during weekdays, rather than evenings or weekends. Both characteristics of current volunteer opportunities seriously impede volunteerism by those individuals with time constraints.

Lack of information on volunteer opportunities poses further barriers: 18% reported that they had “not heard about opportunities to help”, and 14% reported that they “did not know any groups that need help”. Moreover, the Survey reports a large majority of volunteers depend upon word-of-mouth information to identify volunteer opportunities.

The information available on volunteer opportunities in London is very fragmented and often out of date making it difficult for individuals to locate and sign up for volunteer opportunities. Informational barriers are compounded by other factors, including:

1. Many volunteer websites are not user-friendly.
2. Many small non-profit organisations do not have websites or social media pages. Where they do, they are often not optimised for volunteering searches.
3. Many volunteering websites are national and not London-focused. Therefore, it is difficult for potential volunteers to identify opportunities that are readily accessible to where they live and work.
4. Typically, to volunteer, one must ‘apply’ for each specific position, which is cumbersome and time-consuming.
5. Normally, UK volunteers must apply for a DBS check which can take months to receive. Furthermore, even if they get a DBS check, it is not portable to another charity within London. This is a major barrier to people who wish to give their time to more than one good cause.

## How we achieve our objectives

The business model for volunteerism used by HOL provides a solution to many of the time, informational and regulatory constraints that currently impede the growth of volunteerism. HOL aims to create a volunteering experience that is flexible, accessible, convenient and efficient, to both the user and the receiver of the service. To this end, HOL has implemented the following key elements of its business model:

- 
- Since 2010 HOL has established over 140 partner relationships with diverse not-for-profit organisations. HOL seeks to diversify and expand its network with partner agencies by continually expanding its relationships with not-for-profits both geographically and by sector.
  - HOL has established a website, which serves as a time-efficient portal for currently available volunteer opportunities. Registered volunteers can search for specific volunteer opportunities and sign up on-line. This allows participants to volunteer on a one-off or continuing basis.
  - For each corporate project, HOL provides any resources needed for the project, support to the beneficiary organisation and an on-site Project Team Leader to ensure that everything runs smoothly on the day.

The trustees have paid due regard to the guidance issued by the Charity Commission regarding what activities to undertake.

## Review of Developments, Activities and Achievements

During the 2022 Financial Year, HOL accomplished the following:

- Development of more small, local and regular environmental projects.
- The support of over 140 charity partners with volunteers, capacity building and gifts in kind.
- 5,821 volunteers gave a total of 17,767 hours of community service across 246 projects.
- HOL has been featured in The Metro and Evening Standard newspapers. We were also featured in other local papers, trade magazines and blogs (Secret London, Londonist, Broadgate News, The Big Issue, TFL and numerous corporate and retail websites and blogs).
- Wrap Up London collected 14,787 warm coats during Wrap Up London making a total of 212,032 since the campaign launched in 2011.
- Supplied 2 tons (24 cu metres) of warm clothes, sleeping bags, boots, hygiene items and toys for the recovered villages in the Donbas, Ukraine during November.

## Future plans

- To further develop staff and trustee appraisal, development, and training.
- Continue to seek new and diverse charity partners to provide a stronger offering to both individual and corporate volunteers with a focus on West London.
- Increase the reach of the Wrap Up London initiative to further cities in the UK through on-going partnerships.
- Increase the number of volunteers through a stronger choice of charitable activity, at different locations across the capital.
- To develop our family friendly volunteer days to at least once a month.
- Increase the ways we interact and communicate with our individual volunteers.
- To continue to diversify and increase our corporate partnerships, for annual or multi-year engagement programmes with a focus on year-round volunteering.
- Increase HOL's profile in the Greater London community with a special focus on media awareness campaigns by increasing our presence on social media channels.
- Diversify our funding streams.

## Risk Management

The Board has conducted a review of the major risks to which the charity is exposed. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to a strategic plan that is being updated which will allow for the diversification of funding and activities. We, therefore, envision that internal control risks will be further minimised by the implementation of review procedures for all transactions and projects, as well as the on-going training of staff. The organisation relies heavily on volunteers and charitable work undertaken by corporate partners.

## Finances and Reserves Policy

The attached financial statements show the current state of the finances of the organisation compared to the prior period as of 31 December 2021.

Summary of major changes in income less expenditure:		
	2022	2021
	£	£
Donation income	85,016	94,411
Charitable event management	188,835	111,442
Other income	-	-
Expenditures	(247,181)	(201,997)
Net surplus for the period to 31 December	26,670	3,856

### Income

Donation income for the period has been generated from trust and foundations and due to the on-going efforts of the Board and the volunteers assisting in the mission of the organisation.

Charitable event management, which are funds paid to the organisation in exchange, at least in part, for services such as corporate volunteering provided by the organisation, for the period has been generated due to the on-going efforts of the Board and the strategic use of already developed networks of professionals within the UK. The services provided in support of these funds formed a large part of the effort of the volunteers and employees as they focused on delivering a top-quality service expected by the large and respected corporations that hired the organisation during the year.

### Expenditures

Expenditures to generate voluntary income and fundraising relate to reaching out to contacts within the UK and beyond and visiting numerous potential supporters, organising events and follow-up.

Expenditures to conduct charitable activities relate to project management of events and activities, performing presentations to numerous corporations, and the identification and training of volunteers.

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**Reserves**

The organisation holds unrestricted funds to:

- fund specific projects such as charitable event management which may arise at relatively short notice.
- Meet on-going costs in relation to the running of the organisation, including renting of premises and administration costs.

The amount and timing of certain sources of income are variable in nature including expenditures, particularly as the organisation is a young and growing charity which may be committed in advance of knowing the precise total income from an event. The Board, therefore, considers it prudent to hold unrestricted reserves. The Board reviews the level of reserves on an annual basis. Reserves held at 31 December 2022 amount to £161,821 (2021: £135,151). The current target cash reserve of £50,000 has increased from £25,000 from the previous year.

**Other**

The organisation's bankers are the Cooperative Bank and the Independent Examiner is Warner Wilde Ltd.

Bankers:	The Cooperative Bank
	60 Kingsway
	Holborn
	London WC2B 6DS
Independent Examiner:	FJ Wilde FCCA DChA
	Warner Wilde Limited
	4 Marigold Drive
	Bisley
	Surrey
	GU24 9SF

**Basis of Preparation**

Warne Wilde was appointed as advisors and Independent Examiners of the organisation's financial statements.

This report has been prepared in accordance with the current Statement of the Recommended Practice: Charities Statements of Recommended Practice (SORP) (FRS 102), and in accordance with the special provisions of the Companies Act 2006 relating to small entities.

For and on behalf of the Board



Peter Jonas, Chairperson

31.8.2023

### **Statement of Board members' responsibilities as trustees**

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume the charity will continue in operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity, and which enable them to ensure that the financial statements comply with the Statement of the Recommended Practice: Accounting and Reporting by Charities 2015 and in accordance with the special provisions of the Companies Act 2006 relating to small entities. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **Report of the Independent Examiner to the Trustees of Hands On London**

I report on the accounts of Hands On London for the period ended 31 December 2022 which comprises the Statement of Financial Activities (Incorporating the Income & Expenditure account), Balance Sheet and related notes.

#### **Respective responsibilities of trustees and examiner**

The trustees (who are also directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Association of Chartered certified Accountants.

Having satisfied me that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145 (5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.


**Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination, no matter has come to my attention to indicate:

- a) accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- b) the accounts do not accord with such records;
- c) that they fail to comply with the relevant accounting requirements under section 396 of the Companies Act 2006 or are not consistent with the Charities SORP (FRS102);
- d) any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the financial statements.



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Frances Wilde FCCA DChA

**14 September 2023**  
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Date:

**Statement of Financial Activities (Incorporating Income & Expenditure account) for the year ended 31 December 2022**

	2022	2022	2022	2021	
	Unrestricted Funds	Restricted Funds	Total Funds	Prior 12 month Period Total Funds	Further Details
	£	£	£	£	
<b>Income from:</b>					
Donations and legacies	27,569	57,447	85,016	94,411	2
Charitable activities	188,835	-	188,835	111,442	3
<b>Total</b>	<b>216,404</b>	<b>57,447</b>	<b>273,851</b>	<b>205,853</b>	
<b>Expenditure on:</b>					
Raising funds	32,434	-	32,434	27,374	4
Charitable activities	121,740	57,447	179,187	140,368	4
Support Costs	35,560	-	35,560	34,255	4
<b>Total</b>	<b>189,734</b>	<b>57,447</b>	<b>247,181</b>	<b>201,997</b>	
Net income/(expenditure)	26,670	-	26,670	3,856	
Transfers between funds					
<b>Net movement in funds</b>	<b>26,670</b>	<b>-</b>	<b>26,670</b>	<b>3,856</b>	
<b>Reconciliation of funds:</b>					
Total funds brought forward	135,151	-	135,151	131,295	
<b>Total funds carried forward</b>	<b>161,821</b>	<b>-</b>	<b>161,821</b>	<b>135,151</b>	

No separate Statement of Total Recognised Gains and Losses has been presented as all such gains and losses have been presented within the Statement of Financial Activities. The net movement of the funds for the year arises from the charity's continuing operations.

**Balance Sheet as at 31 December 2022**

	Notes	2022 £	2021 £
<b>Current assets</b>			
Debtors	7	41,479	61,137
Cash at bank and in hand		124,410	79,343
		<u>165,889</u>	<u>140,480</u>
Creditors: amounts due within one year	8	(4,068)	(5,329)
		<u>161,821</u>	<u>135,151</u>
<b>Net current assets</b>			
		<u>161,821</u>	<u>135,151</u>
<b>Net assets</b>			
		<u>161,821</u>	<u>135,151</u>
<b>Unrestricted income funds</b>			
General purpose funds	9	161,821	135,151
		<u>161,821</u>	<u>135,151</u>
<b>Total funds</b>			
		<u>161,821</u>	<u>135,151</u>

The trustees are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

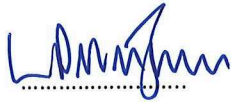
These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The trustees acknowledge their responsibilities for:

- (i) ensuring that the company keeps adequate accounting records which comply with section 386 of the Act, and
- (ii) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial period and of its surplus and deficits for the financial period in accordance with the requirements of sections 394 and 395, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

The following notes on these pages form part of these financial statements.

Approved and authorised by the Board and signed on their behalf by:-



.....

Peter Jonas

Chairperson

31.8.2023

.....

Dated

## **Notes to the Accounts**

### **1. Accounting Policies**

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the financial statements.

#### Basis of presentation of accounts

These financial statements have been prepared under the historical cost convention and comply with the Companies Act 2011. The financial statements have been prepared in accordance with the current Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities", and applicable accounting standards.

The charity has taken advantage of the provisions of the SORP for charities applying FRS12 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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 £. They have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

#### Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Designated funds are funds established by the Board from time to time for specific projects or purposes, are not in any way restricted and any surplus or deficit will be transferred to/from the general purposes fund when the designated fund is closed.

Restricted funds are subject to restrictions on their expenditures imposed by the donor or through the terms of an appeal.

#### Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income, there is probability of receipt and an amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Charitable activities income consists of project management fees paid to the organisation by other entities for the design, staffing, training and management related to charitable activities organised for the employees of the entities. Income is recognised as services performed. They also include corporate sponsorship of certain charitable activities.
- Donations income includes amounts received from individuals and corporate entities that are considered donations in substance. Gift Aid recoverable is included within the same category of income to which the Gift Aid claim relates to the same period in which that income is recognised.
- Income from grants is recognised when an entitlement is demonstrable, and any conditions attached are wholly within the control of the organisation.

- No value has been attributed to the contribution of those acting as volunteers.
- Donated facilities and services are included in income at the lower of open market value and the value to the charity. Donated goods are included at fair value except for Wrap Up London which is an annual campaign undertaken by the charity whereby donated used coats are distributed to shelters and refuges across London. The charity does not recognise the donated coats received as income since the charity cannot provide an accurate valuation of the coats.

#### Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes VAT that cannot be fully recovered and is reported as part of the expenditure to which it relates:

Charitable expenditure includes the direct costs of designing, staffing, training and managing charitable events organised for the employees of corporate entities who employ the services of the organisation. Costs also include supplies, materials and any professional supported contracted in. Costs incurred in the preparation of events are treated as prepayments until the event has occurred.

Costs of generating voluntary income include the design, preparation, printing and delivery of presentations to individuals and corporate entities to generate donations.

Costs are charged directly to the most appropriate activity or category. Board expenditure is allocated on the basis of where the majority of time is spent on activities.

#### Pensions

Hands On London makes contributions for eligible employees to a defined contribution pension scheme which are included in the accounts as they become payable.

## **2. Donations**

	<b>2022</b>	<b>2022</b>	<b>2022 Total</b>	<b>2021 Total</b>
	<b>Unrestricted</b>	<b>Restricted</b>		
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Donations	7,648		7,648	39,450
Grants	19,921	42,447	62,368	43,961
Donations in Kind	-	15,000	15,000	11,000
	<b>27,569</b>	<b>57,447</b>	<b>85,016</b>	<b>94,411</b>

Donations in kind relate specifically to:

Safestore Self Storage for the donation of warehouses for the 2022 Wrap Up London Campaign. The storage space was estimated to be approximately £10,500 one-month use. ZIP Car hire

supported the campaign with van hire totalling £1,000. The drivers' time donated was estimated to be approximately £2,000. Additional donations in kind of £1,500 relate to recycling support from We Are Recycling during the same campaign.

### 3. Income from charitable activities

	2022	2022	2022	2021
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Project Management fees	188,835	-	188,835	111,442
	<b>188,835</b>	<b>-</b>	<b>188,835</b>	<b>111,442</b>

### 4. Total expenditure

	Raising Funds 2022	Charitable Activities 2022	Support Costs 2022	2022 Total	2021 Total
	£	£	£	£	£
<b>Costs directly allocated to activities</b>					
Staff costs	24,108	104,466	32,143	160,717	162,349
Event Costs	3,262	61,988	-	65,250	29,653
Recruitment	-	-	-	-	-
Travel	-	-	-	-	-
Independent examiner's fees	-	-	1,000	1,000	1,029
<b>Support costs allocated to activities</b>					
Premises Floor area	3,252	4,878	-	8,130	-
General office Staff time	1,812	7,855	2,417	12,084	8,966
<b>Totals</b>	<b>32,434</b>	<b>179,187</b>	<b>35,560</b>	<b>247,181</b>	<b>201,997</b>

Restricted expenditure for the year ended 31<sup>st</sup> December 2021 was £53,969.

### 5. Staff costs

The average number of FTEs employed during the year was 8 (2021; 6). No employees received more than £60,000 per annum in remuneration in the year. Staff costs for the financial year, including Key Management Personnel, were as follows:

	<b>2022</b>	2021
	£	£
Wages and Salaries	114,009	121,657
Key Management Personnel	28,268	27,416
Employers National Insurance	11,561	5,106
Employers Pension Contributions	6,878	8,170
	<b>160,716</b>	<b>162,349</b>

### 6. Trustee remuneration

During the year 2022, no trustees received any remuneration or benefits in kind (2021: nil). No expenses were reimbursed nor paid to any trustees, either (2021: nil).

### 7. Debtors

	<b>At 31st December 2022</b>	<b>At 31st December 2021</b>
	£	£
Trade Debtors	40,731	59,841
Other: Accrued Income	-	-
Prepayments	748	1,296
<b>Total</b>	<b>41,479</b>	<b>61,137</b>

## 8. Creditors

	<b>At 31</b>	At 31
	<b>December</b>	December
	<b>2022</b>	2021
	<b>£</b>	£
Taxes and Social Security	3,068	3,432
Accruals and deferred income	1,000	1,897
<b>Total</b>	<b>4,068</b>	<b>5,329</b>

## 9. Movements in funds

	At 1 <sup>st</sup> January 2022	Incoming resources	Outgoing resources	At 31 December 2022
	£	£	£	£
<b>Restricted funds:</b>				
Wrap Up London (donations in Kind)	-	15,000	(15,000)	-
Wrap Up London		42,447	(42,447)	
<i>Total restricted funds</i>	-	57,447	(57,447)	-
<b>Unrestricted funds:</b>				
General funds	135,151	216,404	(189,734)	161,821
<i>Total unrestricted funds</i>	135,151	216,404	(189,734)	161,821
<b>Total funds</b>	<b>135,151</b>	<b>273,851</b>	<b>(247,181)</b>	<b>161,821</b>

The Arnold Community Fund, The Betsy Foundation, The Betty Messenger Charitable Foundation, The Blakemore Trust, Charles S French Charitable Trust, Chapman Charitable Trust, Edgar E Lawley Foundation, Grocers Company, Hampden Well & Campden Trust, HDG Wills, Marsh Christian Trust, The 29<sup>th</sup> May 1961 Charitable Trust, The Hillcote Trust, The Souter Trust, The Westminster Amalgamated Trust and Two Magpies Fund, donated restricted funds towards the 2022 Wrap Up London campaign.

#### **10. Related Party Transactions**

There were no related party transactions (2021, none).

#### **11. Volunteer Time Donated**

The charity benefits greatly from the involvement and the enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

The organisation is a registered private company limited by guarantee as of 14 October 2010 (Companies Number 07407984). It is a registered charity in England & Wales through the Charity Commission, as of 8 February 2011 (Charities Commission Number 1140291). Correspondence should be addressed to Hands On London, Oasis Camden, 85-87 Bayham Street, London NW1 0AG.

## THANK YOU

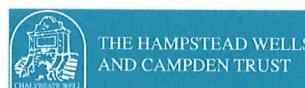
Thank you very much to our corporate partners and sponsors for their generous support, everyone who made donations to Hands On London, as well as everyone who gave their time through every single volunteering day and event!

Special thanks in particular to the organisations below who kindly provided financial and in-kind support during 2022:

*William Blair*



gunnercooke



PAUL  
depuis 1889

**HANDS ON LONDON**

England & Wales - Charity number 1140291

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# Accounts

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**Hands On London**

**Trustees Report and Financial Statements**

**31 December 2021**

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## Board

Chairperson	Peter Jonas
Trustee	Founder, Elizabeth Grier
Trustee	Nisha Aggarwal
Trustee	Rachael Walls
Trustee	Susanna Trevorah
Trustee	Carolyn Kaiser
Trustee	Madeleine Sugden

## Our contact details:

Web	<a href="http://www.handsonlondon.org.uk">www.handsonlondon.org.uk</a>
Email	<a href="mailto:info@handsonlondon.org.uk">info@handsonlondon.org.uk</a>
Telephone	+44 (0) 7399 441 895
Registered office	Hands On London Oasis Camden 85-87 Bayham Street Camden Town London NW1 0AG

## Introduction to Hands On London

Hands On London is a registered charity with a fresh approach to volunteering. Its mission is to inspire and empower people to be the change they want to see.

Typically, mainstream volunteering opportunities require a significant commitment on the volunteers' time, normally requiring a regular attendance (typically for a minimum of six months) and can have a lengthy induction and training periods. For many with limited time, this poses an insurmountable barrier. Hands On London believes that volunteering can be more flexible. Our unique approach is to provide volunteer opportunities that are easy to access, full of choice, rewarding, fun and have real impact where it matters most.

Hands On London works with over 150 small and medium sized local community projects, identifying and helping to create flexible opportunities that make a real difference to the value of their work and the communities they are based in. This has allowed Hands On London to create an interactive calendar on its website to allow easy access for individual volunteers. This interactive calendar gives our volunteers the chance to choose an opportunity that suits them at a time and place that fits their individual circumstances. Hands On London provides volunteer support to a wide range of charities and other community groups. These range from small theatres to soup kitchens, homeless shelters, employment groups, community centres, children's groups and environmental organisations.

Our growing relationships with the third sector enable us to offer our corporate partners meaningful volunteering projects. We can develop a single day, a monthly or an annual programme to develop the values of our corporate partners, their own values and the interests of their teams. Programmes can incorporate multiple activities and meet multiple outcomes. Our knowledge of the local community means these activities will have a real impact where it is needed most.

Wrap Up London is Hands On London's annual coat collection campaign. Held in November, the campaign engages Londoners across the capital to donate their old or unwanted coats. Each year, collections are set up at main commuter tube stations across London. Many corporate partners also hold in-house collections, encouraging staff to drop off coats which are then sent in to support the campaign. The campaign is increasingly encouraging schools, colleges, shops, hotels and places of worship to also hold collections. The collected coats are sorted, packed and distributed to community partners across Greater London supporting the most vulnerable at homeless shelters, women's refuges, elderly centres, refugee centres and children's charities. Wrap Up is a registered trademark of Hands On London.

The success of Wrap Up London as an established Winter campaign has seen the launch of Brighten Up London in 2017. Brighten Up London was initially launched to celebrate Earth Day but has continued as a summer long campaign.

## CEO's Message

2021 was second year of delivering our mission within the confines of a global pandemic and Covid-19 restrictions. For the second year, this had an effect of the type of projects that we were able to engage with and the way this engagement was delivered. As such, 2021 saw us build upon the learning from the previous year and again build new relationships with new partners.

Our Individual volunteering program continued to grow with 767 individual and family volunteers giving their time to 212 local projects.

As Covid-19 restrictions have eased, we have been able to capture more corporate volunteering projects, an important source of income. 2021 saw an increase to 1410 corporate volunteers from 540 in 2020. Corporate volunteers were involved in 109 projects during 2021.

2021 also saw the fourth year of our now established environmental campaign, Brighten Up London. During 2020, we started a focus on pollinator friendly projects, planting wildflower meadows and constructing Bee Hotels that have been placed in public sites across central London. Lasting the whole Summer/Autumn period, the campaign engaged a total of 1,518 volunteers who gave 6,812 hours of their time. As in 2020, the 2021 environmental campaign was characterised by multiple small projects rather than fewer larger projects.

Wrap Up London celebrated its eleventh year in 2021, collecting and distributing 17,695 warm coats for some of the most vulnerable in our city. This was the second collection undertaken during the pandemic. Since the campaign started in 2010, Wrap Up London has collected and distributed a total of nearly 200,000 coats.

During 2016, the first Wrap Up outside of London was launched, Wrap Up Manchester. In 2017, the campaign was joined by Birmingham and Glasgow. All delivered by our partners at Human Appeal. 2018 saw Newport and Lancashire join the Wrap Up family and being delivered by Pride in Pill and the local Rotary Club respectively. This created a family of six Wrap Ups across the UK. 2019 saw an incredible increase with 24 Wrap Ups being run across the country. 2020 saw this number drop to 8 national Wrap Ups due to Covid -19 restrictions, but 2021 was back to 24 national Wrap Ups and we expect this number to increase in 2022. In terms of our mission statement, this is an incredible achievement.

William Blair International has been supporting Wrap Up London since the start of the campaign in 2011 and we are delighted that they have already committed for 2022. As a major campaign, the support of The London Underground, Safestore, British Land, Broadgate London, Ricoh, Lands End, DropPoint, Gunnercooke and others has been vital.

## Report of the Board of Trustees

The Board presents its report for Hands On London (hereafter HOL) for the year from 1st January 2021 to 31 December 2021. The members of the Board during the year were:

*Trustees:*

	Appointed:
Elizabeth Grier, Trustee	14/10/2010
Carolyn Kaiser, Trustee	01/09/2011
Nisha Aggarwal, Trustee	20/10/2015
Rachael Walls, Trustee	21/09/2016
Susanna Trevorah, Trustee	11/07/2017
Peter Jonas, Trustee	22/11/2017
Madeleine Sugden, Trustee	02/11/2020

The Board is responsible for managing the affairs of the organisation. The trustees are elected annually. The Board has the power to fill trustee vacancies arising during the year.

A comprehensive induction process for Board members includes providing them with the HOL business plan, an overview of the current charity and corporate partners, a review of the Hands On Network business model and how this relates to HOL. Typically, Trustees will play an active role during the annual Wrap Up London campaign.

The trustees are also directors for the purposes of company law and the Trustees' Report includes the requirements of a Director's Report.

The Board has regular formal meetings throughout the year and holds ad-hoc meetings as required.

The organisation is a registered private company limited by guarantee as of 14 October 2010 (Companies Number 07407984). It is a registered charity in England & Wales through the Charity Commission, as of 8 February 2011 (Charities Commission Number 1140291). Correspondence should be addressed to Hands On London, 55 Philpot Street E1 2JH.

The charity is governed by the Memorandum and Articles of Association as amended on 3 February 2011. The Board has reviewed the organisation's activities and confirm that they meet the guidance given by the Charity Commission regarding Public Benefit.

## Objectives, Policies and Organisation

The objects of the charity are established in its Memorandum and Articles of Association, which are:

To promote the efficiency and effectiveness of charities, not-for-profit organisations and voluntary organisations are for the benefit of the public by the provision of volunteers in the Greater London area. For the purpose of this clause, charities are organisations that are established for exclusively charitable purposes in accordance with the laws of England and Wales. Voluntary and not-for-profit organisations are independent organisations that are established for purposes that add value to the community as a whole, or a significant section of the community and which are not permitted by their constitution to make a profit for private distribution. Voluntary organisations do not include local government or other statutory authorities.

Our vision is to make HOL the premier volunteer organisation for individuals in the Greater London area. By mobilising, facilitating and expanding volunteer networks, HOL will propagate the vision that we all have a role to play in making our city a better place and that we each have the time, information and means to do so. We can all be the change by volunteering.

## The Need

Several factors impede the expansion of volunteerism in London and the UK as a whole. According to the Department of Communities and Local Government Citizenship Survey (formerly the Home Office Citizenship Survey), some of the most reported barriers to volunteering were time and informational constraints.

Time constraints are the most common barrier to participation reported by those who either do not volunteer or volunteer infrequently. Given time constraints, potential volunteers are often unable to make a fixed, regular commitment to volunteer. Moreover, many volunteer opportunities are scheduled during the day, rather than evenings or weekends. Both characteristics of current volunteer opportunities seriously impede volunteerism by those individuals with time constraints.

Lack of information on volunteer opportunities poses further barriers: 18% reported that they had “not heard about opportunities to help”, and 14% reported that they “did not know any groups that need help”. Moreover, the Survey reports a large majority of volunteers depend upon word-of-mouth information to identify volunteer opportunities.

The information available on volunteer opportunities in London is very fragmented and often out of date making it difficult for individuals to locate and sign up for volunteer opportunities. Informational barriers are compounded by other factors, including:

1. Many volunteer websites are not user-friendly.
2. Many small non-profit organisations do not have websites or Social media pages. Where they do, they are often not optimised for volunteering searches.
3. Many volunteering websites are national and not London-focused. Therefore, it is difficult for potential volunteers to identify opportunities that are readily accessible to where they live and work.

4. Typically, to volunteer, one must 'apply' for each specific position, which is cumbersome and time-consuming.
5. Normally, UK volunteers must apply for a DBS check which can take months to receive. Furthermore, even if they get a DBS check, it is not portable to another charity within London. This is a major barrier to people who wish to give their time to more than one good cause.

## How we achieve our objectives

The business model for volunteerism used by HOL provides a solution to many of the time, informational and regulatory constraints that currently impede the growth of volunteerism. HOL aims to create a volunteering experience that is flexible, accessible, convenient and efficient, to both the user and the receiver of the service. To this end, HOL has implemented the following key elements of its business model:

- Since 2010 HOL has established over 140 partner relationships with diverse not-for-profit organisations. HOL seeks to diversify and expand its network with partner agencies by continually expanding its relationships with not-for-profits both geographically and by sector.
- HOL has established a website, which serves as a time-efficient clearing-house for currently available volunteer opportunities. Registered volunteers can search for specific volunteer opportunities and sign up on-line. This allows participants to volunteer on a one-off or continuing basis.
- For each corporate project, HOL provides any resources needed for the project, support to the beneficiary organisation and an on-site Project Team Leader to ensure that everything runs smoothly on the day.

The trustees have paid due regard to the guidance issued by the Charity Commission regarding what activities to undertake.

## Review of Developments, Activities and Achievements

During the 2021 Financial Year, HOL accomplished the following:

- Development of new on-line services for shielded older people.
- Development of small, local and regular environmental projects, rather than large seasonal activities
- The support of over 150 charity partners with volunteers, capacity building and gifts in kind.
- 2,825 volunteers gave a total of 11,695 hours of community service.
- HOL has been featured in The Metro and Evening Standard newspapers, BBC London News and BBC Radio 4. We were also featured in other local papers, trade magazines and blogs (The Drum, Londonist, Broadgate News, The Big Issue, TFL and numerous corporate and retail websites and blogs).
- Strong development of our on-line presence with 19,000 visits to our website during Oct to December.
- Wrap Up London collected 17,698 warm coats during Wrap Up London making a total of 197,245 since the campaign launched in 2011.

## Future plans

- To further develop staff and trustee appraisal, development and training.
- Continue to seek new and diverse charity partners to provide a stronger offering to both individual and corporate volunteers with a focus on West London.
- Increase the reach of the Wrap Up London initiative to further cities in the UK through on-going partnerships.
- Increase the number of volunteers through a stronger choice of charitable activity, at different locations across the capital.
- Further develop our family friendly volunteer days
- Increase the ways we interact and communicate with our individual volunteers.
- To continue to diversify and increase our corporate partnerships, for annual or multi-year engagement programmes with a focus on year-round volunteering.
- Increase HOL's profile in the Greater London community with a special focus on media awareness campaigns by increasing our presence on social media channels.
- Diversify our funding streams.

## Risk Management

The Board has conducted a review of the major risks to which the charity is exposed. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to a strategic plan that is being updated which will allow for the diversification of funding and activities. We, therefore, envision that internal control risks will be further minimised by the implementation of review procedures for all transactions and projects, as well as the on-going training of staff. The organisation relies heavily on volunteers and charitable work undertaken by corporate partners. Procedures and monitoring processes, as well as strategic plans, have been established to minimise the impact of any downturn in volunteer availability or corporate demand. These procedures are periodically reviewed to ensure that they continue to meet the needs of our volunteers and the community organisations they support.

## Finances and Reserves Policy

The attached financial statements show the current state of the finances of the organisation compared to the prior period as of 31 December 2020.

Summary of major changes in income less expenditure:		
	2021	2020
	£	£
Donation income	94,411	185,222
Charitable event management	111,442	49,937
Other income	-	-
Expenditures	(201,997)	(234,206)
Net surplus for the period to 31 December	3,856	953

### Income

Donation income for the period has been generated from trust and foundations with the support of the Board and the volunteers assisting in the mission of the organisation.

Charitable event management, which are funds paid to the organisation in exchange, at least in part, for services such as corporate volunteering provided by the organisation, for the period has been generated due to the on-going efforts of the Board and the strategic use of already developed networks of professionals within the UK. The services provided in support of these funds formed a large part of the effort of the volunteers and employees as they focused on delivering a top-quality service expected by the large and respected corporations that hired the organisation during the year.

### Expenditures

Expenditures to generate voluntary income relate to reaching out to contacts within the UK and beyond and visiting numerous potential supporters.

Expenditures to conduct charitable activities relate to project management of events and activities, performing presentations to numerous corporations, and the identification and training of volunteers.

Expenditures to conduct fundraising relate to communications, organising events and follow-up.

### Reserves

The organisation holds unrestricted funds to:

- fund specific projects such as charitable event management which may arise at relatively short notice;
- meet on-going costs in relation to the running of the organisation, including renting of premises and administration costs.

The amount and timing of certain sources of income are variable in nature including expenditures, particularly as the organisation is a young and growing charity which may be committed in advance of knowing the precise total income from an event. The Board, therefore, considers it prudent to hold unrestricted reserves. The Board reviews the level of reserves on an annual basis. Reserves held at 31 December 2021 amount to £133,855 (2020: £131,295). The current target cash reserve of £25,000 has not increased from the previous year; This will be subject to a more detailed appraisal as the impact of the pandemic on operations subsides.

**Other**

The organisation's bankers are Cooperative Bank and the Independent Examiner is Warner Wilde Limited.

Bankers:	The Cooperative Bank
	60 Kingsway
	Holborn
	London WC2B 6DS
Independent Examiner:	FJ Wilde FCCA DChA
	Warner Wilde Limited
	4 Marigold Drive
	Bisley
	Surrey
	GU24 9SF

**Basis of Preparation**

Warner Wilde Limited was appointed as advisors and Independent Examiners of the organisation's financial statements.

This report has been prepared in accordance with the current Statement of the Recommended Practice: Charities Statements of Recommended Practice (SORP) (FRS 102), and in accordance with the special provisions of the Companies Act 2006 relating to small entities.

For and on behalf of the Board



.....

Peter Jonas, Chairperson

15 SEPTEMBER 2022  
.....

### **Statement of Board members' responsibilities as trustees**

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume the charity will continue in operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity, and which enable them to ensure that the financial statements comply with the Statement of the Recommended Practice: Accounting and Reporting by Charities 2015 and in accordance with the special provisions of the Companies Act 2006 relating to small entities. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **Report of the Independent Examiner to the Trustees of Hands On London**

I report on the accounts of Hands On London for the period ended 31 December 2021 which comprises the Statement of Financial Activities (Incorporating the Income & Expenditure account), Balance Sheet and related notes.

### **Respective responsibilities of trustees and examiner**

The trustees (who are also directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

I am qualified to undertake the examination by being a qualified member of the Association of Chartered Certified Accountants.

Having satisfied me that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145 (5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

**Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination, no matter has come to my attention to indicate:

- a) accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- b) the accounts do not accord with such records;
- c) that they fail to comply with the relevant accounting requirements under section 396 of the Companies Act 2006 or are not consistent with the Charities SORP (FRS102);
- d) any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the financial statements.

Date: 17 September 2022

Signed: 

FJ Wilde FCCA DChA

Warner Wilde Limited

**Statement of Financial Activities (Incorporating Income & Expenditure account) for the year ended 31 December 2021**

	2021	2021	2021	2020	
	Unrestricted Funds	Restricted Funds	Total Funds	Prior 12 month Period Total Funds	Further Details
	£	£	£	£	
<b>Income from:</b>					
Donations and legacies	49,543	44,868	94,411	185,222	2
Charitable activities	102,341	9,101	111,442	49,937	3
<b>Total</b>	<b>151,884</b>	<b>53,969</b>	<b>205,853</b>	<b>235,159</b>	
<b>Expenditure on:</b>					
Raising funds	27,374	-	27,374	33,825	4
Charitable activities	86,399	53,969	140,368	158,579	4
Support Costs	34,255	-	34,255	41,802	4
<b>Total</b>	<b>148,028</b>	<b>53,969</b>	<b>201,997</b>	<b>234,206</b>	
Net income/(expenditure)	3,856	-	3,856	953	
Transfers between funds					
<b>Net movement in funds</b>	<b>3,856</b>	<b>-</b>	<b>3,856</b>	<b>953</b>	
<b>Reconciliation of funds:</b>					
Total funds brought forward	131,295	-	131,295	130,342	
<b>Total funds carried forward</b>	<b>135,151</b>	<b>-</b>	<b>135,151</b>	<b>131,295</b>	

No separate Statement of Total Recognised Gains and Losses has been presented as all such gains and losses have been presented within the Statement of Financial Activities. The net movement of the funds for the year arises from the charity's continuing operations.

**Balance Sheet as at 31 December 2021**

	Notes	2021 £	2020 £
<b>Current assets</b>			
Debtors	7	61,137	14,356
Cash at bank and in hand		79,343	121,119
		<hr/>	<hr/>
		140,480	135,475
Creditors: amounts due within one year	8	(5,329)	(4,180)
		<hr/>	<hr/>
<b>Net current assets</b>		<b>135,151</b>	<b>131,295</b>
<b>Net assets</b>		<hr/> <b>135,151</b> <hr/>	<hr/> <b>131,295</b> <hr/>
<b>Unrestricted income funds</b>			
General purpose funds	9	135,151	131,295
		<hr/>	<hr/>
<b>Total funds</b>		<b>135,151</b>	<b>131,295</b>

The trustees are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

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

The trustees acknowledge their responsibilities for:

- (i) ensuring that the company keeps adequate accounting records which comply with section 386 of the Act, and
- (ii) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial period and of its surplus and deficits for the financial period in accordance with the requirements of sections 394 and 395, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

The following notes on these pages form part of these financial statements.

Approved and authorised by the Board and signed on their behalf



Peter Jonas,

Chairperson.

15 SEPTEMBER 2022

Dated

## Notes to the Accounts

### 1. Accounting Policies

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the financial statements.

#### Basis of presentation of accounts

These financial statements have been prepared under the historical cost convention and comply with the Companies Act 2011. The financial statements have been prepared in accordance with the current Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities", and applicable accounting standards.

The charity has taken advantage of the provisions of the SORP for charities applying FRS12 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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 £. They have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

#### Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Designated funds are funds established by the Board from time to time for specific projects or purposes, are not in any way restricted and any surplus or deficit will be transferred to/from the general purposes fund when the designated fund is closed.

Restricted funds are subject to restrictions on their expenditures imposed by the donor or through the terms of an appeal.

#### Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income, there is probability of receipt and an amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Charitable activities income consists of project management fees paid to the organisation by other entities for the design, staffing, training and management related to charitable activities organised for the employees of the entities. Income is recognised as services performed. They also include corporate sponsorship of certain charitable activities.
- Donations income includes amounts received from individuals and corporate entities that are considered donations in substance. Gift Aid recoverable is included within the same category of income to which the Gift Aid claim relates to the same period in which that income is recognised.

- Income from grants is recognised when an entitlement is demonstrable, and any conditions attached are wholly within the control of the organisation.
- No value has been attributed to the contribution of those acting as volunteers.
- Donated facilities and services are included in income at the lower of open market value and the value to the charity. Donated goods are included at fair value except for Wrap Up London which is an annual campaign undertaken by the charity whereby donated used coats are distributed to shelters and refuges across London. The charity does not recognise the donated coats received as income since the charity cannot provide an accurate valuation of the coats.

#### Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes VAT that cannot be fully recovered and is reported as part of the expenditure to which it relates:

Charitable expenditure includes the direct costs of designing, staffing, training and managing charitable events organised for the employees of corporate entities who employ the services of the organisation. Costs also include supplies, materials and any professional supported contracted in. Costs incurred in the preparation of events are treated as prepayments until the event has occurred.

Costs of generating voluntary income include the design, preparation, printing and delivery of presentations to individuals and corporate entities to generate donations.

Costs are charged directly to the most appropriate activity or category. Board expenditure is allocated on the basis of where the majority of time is spent on activities.

#### Pensions

Hands On London makes contributions for eligible employees to a defined contribution pension scheme which are included in the accounts as they become payable.

## 2. Donations

	<b>2021</b>	<b>2021</b>	<b>2021</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Donations	39,450		39,450
Grants	10,093	33,868	43,961
Donations in Kind	-	11,000	11,000
	<b>49,543</b>	<b>44,868</b>	<b>94,411</b>

	<b>2020</b>	<b>2020</b>	<b>2020</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Donations	23,476		23,476
Grants	124,869	29,377	154,246
Donations in Kind	-	7,500	7,500
	<b>148,345</b>	<b>36,877</b>	<b>185,222</b>

Donations in kind relates specifically to:

Safestore Self Storage for the donation of warehouses during the 2021 Wrap Up London Campaign. The storage space was estimated to be approximately £8,000 one-month use. ZIP Car hire supported the campaign with van hire totalling £1,000. The drivers' time donated to the work for the mornings was estimated to be approximately £500. Additional donations in kind of £1,500 relate to recycling support from We Are Recycling during the same campaign.

### 3. Income from charitable activities

	<b>2021</b>	<b>2021</b>	<b>2021</b>	2020
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	Total
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Project Management fees	102,341	9,101	111,442	195,490
	<b>102,341</b>	<b>9,101</b>	<b>111,442</b>	<b>195,490</b>

#### 4. Total expenditure

	Raising Funds 2021	Charitable Activities 2021	Support Costs 2021	2021 Total
	£	£	£	£
<b>Costs directly allocated to activities</b>				
Staff costs	24,352	105,527	32,470	<b>162,349</b>
Event Costs	1,483	28,170	-	<b>29,653</b>
Recruitment	-	-	-	-
Travel	-	-	-	-
Independent examiner's fees	-	-	1,029	<b>1,029</b>
<b>Support costs allocated to activities</b>				
Premises      Floor area	-	-	-	-
General office      Staff time	1,539	6,670	756	<b>8,966</b>
<b>Totals</b>	<b>27,374</b>	<b>140,367</b>	<b>34,255</b>	<b>201,997</b>

In 2021 corporate project activity improved despite living through the 2<sup>nd</sup> year of the global pandemic, however project activity is lower than that of 2019. As a result of the 3 national lockdowns and the bankruptcy of our landlord, all staff worked from home throughout 2021 meaning our liability for rent was nil.

		<b>Raising Funds 2020</b>	<b>Charitable Activities 2020</b>	<b>Support Costs 2020</b>	<b>2020 Total</b>
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Costs directly allocated to activities</b>					
Staff costs		27,863	120,740	37,151	<b>185,754</b>
Event Costs		1,227	23,303	-	<b>24,530</b>
Recruitment		-	-	-	-
Travel		-	-	-	-
Independent examiner's fees		-	-	1,154	<b>1,154</b>
<b>Support costs allocated to activities</b>					
Premises	Floor area	2,112	3,168	-	<b>5,280</b>
General office	Staff time	2,623	11,368	3,497	<b>17,488</b>
<b>Totals</b>		<b>33,825</b>	<b>158,579</b>	<b>41,802</b>	<b>234,206</b>

Restricted expenditure for the year ended 31<sup>st</sup> December 2020 was £62,346.

## 5. Staff costs

The average number of FTEs employed during the year was 6 (2020; 6). No employees received more than £60,000 per annum in remuneration in the year. Staff costs for the financial year, including Key Management Personnel, were as follows:

	<b>2021</b>	2020
	<b>£</b>	£
Wages and Salaries	121,657	143,170
Key management personnel	27,416	27,572
Employers National Insurance	5,106	7,372
Employers Pension Contributions	8,170	7,640
	<b>162,349</b>	<b>185,754</b>

## 6. Trustee remuneration

During the year 2021, no trustees received any remuneration or benefits in kind (2020: nil). No expenses were reimbursed nor paid to any trustees, either (2020: nil).

## 7. Debtors

	<b>At 31st December 2021</b>	<b>At 31st December 2020</b>
	<b>£</b>	£
Trade Debtors	59,841	3,954
Other: Accrued Income	-	10,402
Prepayments	1,296	
Total	<b>61,137</b>	<b>14,356</b>

## 8. Creditors

	At 31 December 2021	At 31 December 2020
	£	£
Taxes and Social Security	3,432	3,039
Accruals and deferred income	1,897	1,141
<b>Total</b>	<b>5,329</b>	<b>4,180</b>

## 9. Movements in funds

	At 1 <sup>st</sup> January 2021	Incoming resources	Outgoing resources	At 31 December 2021
	£	£	£	£
<b>Restricted funds:</b>				
Wrap Up London	-	53,969	(53,969)	-
<i>Total restricted funds</i>	-	53,969	(53,969)	-
<b>Unrestricted funds:</b>				
General funds	131,295	151,884	(148,028)	131,151
<i>Total unrestricted funds</i>	131,295	151,884	(148,028)	131,151
<b>Total funds</b>	<b>131,295</b>	<b>205,853</b>	<b>(201,997)</b>	<b>131,151</b>

The Arnold Community Fund, The Betsy Foundation, The Betty Messenger Charitable Foundation, The Blakemore Trust, Charles S French Charitable Trust, Chapman Charitable Trust, Edgar E Lawley Foundation, Grocers Company, Hampden Well & Campden Trust, HDG Wills, Marsh Christian Trust, The 29<sup>th</sup> May 1961 Charitable Trust, The Hillcote Trust, The Souter Trust, The Westminster Amalgamated Trust and Two Magpies Fund, donated restricted funds towards the 2021 Wrap Up London campaign.

## **10. Related Party Transactions**

There were no related party transactions (2020, none).

## **11. Volunteer Time Donated**

The charity benefits greatly from the involvement and the enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

The organisation is a registered private company limited by guarantee as of 14 October 2010 (Companies Number 07407984). It is a registered charity in England & Wales through the Charity Commission, as of 8 February 2011 (Charities Commission Number 1140291). Correspondence should be addressed to Hands On London, 22 Wormholt Road W12 OLS

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## THANK YOU

Thank you very much to our corporate partners and sponsors for their generous support, everyone who made donations to Hands On London, as well as everyone who gave their time through every single volunteering day and event!

Special thanks in particular to the organisations below who kindly provided financial and in-kind support during 2021:

*William Blair*



**HANDS ON LONDON**

England & Wales - Charity number 1140291

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# Accounts

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**HandsOn London**

**Trustees Report and Financial Statements**  
**31 December 2020**

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## Board

Chairperson	Peter Jonas
Trustee	Founder, Elizabeth Grier
Trustee	Nisha Aggarwal
Trustee	Rachael Walls
Trustee	Susanna Garwood
Trustee	Carolyn Kaiser
Trustee	Madeleine Sugden

## Our contact details:

Web	<a href="http://www.handsonlondon.org.uk">www.handsonlondon.org.uk</a>
Email	<a href="mailto:info@handsonlondon.org.uk">info@handsonlondon.org.uk</a>
Telephone	+44 (0) 7399 441 895
Registered office	HandsOn London 55 Philpot Street London E1 2JH

## Introduction to HandsOn London

HandsOn London is a registered charity with a fresh approach to volunteering. Its mission is to inspire and empower people to be the change they want to see.

Typically, mainstream volunteering opportunities require a significant commitment on the volunteers' time, normally requiring a regular attendance (typically for a minimum of six months) and can have a lengthy induction and training periods. For many with limited time, this poses an insurmountable barrier. HandsOn London believes that volunteering can be more flexible. Our unique approach is to provide volunteer opportunities that are easy to access, full of choice, rewarding, fun and have real impact where it matters most.

HandsOn London works with over 150 small and medium sized local community projects, identifying and helping to create flexible opportunities that make a real difference to the value of their work and the communities they are based in. This has allowed HandsOn London to create an interactive calendar on its website to allow easy access for individual volunteers. This interactive calendar gives our volunteers the chance to choose an opportunity that suits them at a time and place that fits their individual circumstances. HandsOn London provides volunteer support to a wide range of charities and other community groups. These range from small theatres to soup kitchens, homeless shelters, employment groups, community centres, children's' groups and environmental organisations.

Our growing relationships with the third sector enable us to offer our corporate partners meaningful volunteering projects. We can develop a single day, a monthly or an annual programme to develop the values of our corporate partners, their own values and the interests of their teams. Programmes can incorporate multiple activities and meet multiple outcomes. Our knowledge of the local community means these activities will have a real impact where it is needed most.

Wrap Up London is HandsOn London's annual coat collection campaign. Held in November, the campaign engages Londoners across the capital to donate their old or unwanted coats. Each year, collections are set up at main commuter tube stations across London. Many corporate partners also hold in-house collections, encouraging staff to drop off coats which are then sent in to support the campaign. The campaign is increasingly encouraging schools, colleges, shops and places of worship to also hold collections. The collected coats are sorted, packed and distributed to community partners across Greater London supporting the most vulnerable at homeless shelters, women's refuges, elderly centres, refugee centres and children's charities. Wrap Up is a registered trademark of HandsOn London.

The success of Wrap Up London as an established Winter campaign has seen the launch of Brighten Up London, a summer environmental campaign. This campaign was initially seen as an Earth Day related initiative but has continued as a summer long campaign.

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## CEO's Message

2020 was a challenging but exciting year for HandsOn London. The Pandemic created a number of unique challenges but also opened the opportunity to form new partnerships, explore new ways of working and supporting existing partners.

The pandemic had a fundamental impact on the charity's finances in terms of total income and the origin of those income sources. Overall income was reduced by approximately 18%, but the differing nature of our work during the pandemic had a similar reduction in costs. As a consequence, the level of activity remained unchanged and even increased in key areas as reported above. The most dramatic change was in relation to income sources. Income from charitable activities fell by three quarters, but income from grants and donations more than doubled - effectively closing the financial gap.

During 2020, the number of potential individual volunteers contacting us rose quite dramatically with 3,685 people contacting us to look for ways to give their time. This was up from 2,078 in 2019. Whilst many of these contacts visited to inquire, 1,363 volunteers signed up for a total of over 500 project days giving and estimated 6,849 hours of their time. 2019 was 745 volunteers giving 2,980 hours. The year was very much highlighted by the efforts of individual volunteers.

Corporate volunteering projects ceased during the first half of the year as companies moved away from their offices and set up homeworking. During the third and fourth quarters of the year, many companies had settled into their new working practices and started to look at how they could volunteer and support local communities. HandsOn London developed a program of remote volunteering projects providing entertainment to older people and education to younger groups. These were interspaced with employability workshops, one to one advice sessions and even a Spanish language class. All of these sessions were held regularly engaging 540 corporate volunteers to give 1183 hours over 48 projects.

Our environmental campaign: Brighten Up London changed totally in character. Previous years had seen large corporate groups undertaking major improvements and legacy projects with 50-100 volunteers attending each project being quite normal. Restrictions during pandemic mad this type of volunteering impossible to undertake. Separating essential from 'nice to have' enabled us to focus on the most urgent projects with much smaller and more regular teams. Typical activity involved preparing safe outside spaces for older people, maintaining of habitats and seasonal planting. We doubled the project days from 75 to around 150 each with 3-6 volunteers maintaining compliance with changing covid-19 regulations.

Wrap Up London celebrated its tenth anniversary in 2020. The pandemic, lockdowns and Tiers created a challenging environment for this type of activity. However, the beneficiary organisations asked if we would still be able to run the campaign as they would still need the coats. Despite London being within Tier 4 during the campaign we were still able to safely collect and distribute 20,907 warm coats engaging 652volunteers to give 3572 hours.

The year enabled us to form many new local relationships. It also enabled us to formalise our relationship with the Rotary Club of Great Britain & Ireland and to successfully bid to become the UK agent for the International Good Deeds Day initiative. Whilst these relationships have been necessarily limited during the pandemic, they will both offer exciting opportunities for the 2021 and beyond.

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## Report of the Board of Trustees

The Board presents its report for HandsOn London (hereafter HOL) for the year from 1st January 2020 to 31 December 2020. The members of the Board during the year were:

*Trustees:*

	Appointed:
Elizabeth Grier, Trustee	14/10/2010
Carolyn Kaiser, Trustee	01/09/2011
Nisha Aggarwal, Trustee	20/10/2015
Rachael Walls, Trustee	21/09/2016
Susanna Garwood, Trustee	11/07/2017
Peter Jonas, Trustee	22/11/2017
Madeleine Sugden, Trustee	02/11/2020

The Board is responsible for managing the affairs of the organisation. The trustees are elected annually. The Board has the power to fill trustee vacancies arising during the year.

A comprehensive induction process for Board members includes providing them with the HOL business plan, an overview of the current charity and corporate partners, a review of the Hands On Network business model and how this relates to HOL. Typically, Trustees will play an active role during the annual Wrap Up London campaign.

The trustees are also directors for the purposes of company law and the Trustees' Report includes the requirements of a Director's Report.

The Board has regular formal meetings throughout the year and holds ad-hoc meetings as required.

The organisation is a registered private company limited by guarantee as of 14 October 2010 (Companies Number 07407984). It is a registered charity in England & Wales through the Charity Commission, as of 8 February 2011 (Charities Commission Number 1140291). Correspondence should be addressed to Hands On London, 38 Turner Street London E1 2AS.

The charity is governed by the Memorandum and Articles of Association as amended on 3 February 2011. The Board has reviewed the organisation's activities and confirm that they meet the guidance given by the Charity Commission regarding Public Benefit.

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## Objectives, Policies and Organisation

The objects of the charity are established in its Memorandum and Articles of Association, which are:

To promote the efficiency and effectiveness of charities, not-for-profit organisations and voluntary organisations are for the benefit of the public by the provision of volunteers in the Greater London area. For the purpose of this clause, charities are organisations that are established for exclusively charitable purposes in accordance with the laws of England and Wales. Voluntary and not-for-profit organisations are independent organisations that are established for purposes that add value to the community as a whole, or a significant section of the community and which are not permitted by their constitution to make a profit for private distribution. Voluntary organisations do not include local government or other statutory authorities.

Our vision is to make HOL the premier volunteer organisation for individuals in the Greater London area. By mobilising, facilitating and expanding volunteer networks, HOL will propagate the vision that we all have a role to play in making our city a better place and that we each have the time, information and means to do so. We can all be the change by volunteering.

### The Need

Several factors impede the expansion of volunteerism in London and the UK as a whole. According to the Department of Communities and Local Government Citizenship Survey (formerly the Home Office Citizenship Survey), some of the most reported barriers to volunteering were time and informational constraints.

Time constraints are the most common barrier to participation reported by those who either do not volunteer or volunteer infrequently. Given time constraints, potential volunteers are often unable to make a fixed, regular commitment to volunteer. Moreover, many volunteer opportunities are scheduled during the day, rather than evenings or weekends. Both characteristics of current volunteer opportunities seriously impede volunteerism by those individuals with time constraints.

Lack of information on volunteer opportunities poses further barriers: 18% reported that they had “not heard about opportunities to help”, and 14% reported that they “did not know any groups that need help”. Moreover, the Survey reports a large majority of volunteers depend upon word-of-mouth information to identify volunteer opportunities.

The information available on volunteer opportunities in London is very fragmented and often out of date making it difficult for individuals to locate and sign up for volunteer opportunities. Informational barriers are compounded by other factors, including:

1. Many volunteer websites are not user-friendly.
2. Many small non-profit organisations do not have websites or Social media pages. Where they do, they are often not optimised for volunteering searches.
3. Many volunteering websites are national and not London-focused. Therefore, it is difficult for potential volunteers to identify opportunities that are readily accessible to where they live and work.
4. Typically, to volunteer, one must ‘apply’ for each specific position, which is cumbersome and time-consuming.

- 
5. Normally, UK volunteers must apply for a DBS check which can take months to receive. Furthermore, even if they get a DBS check, it is not portable to another charity within London. This is a major barrier to people who wish to give their time to more than one good cause.

## How we achieve our objectives

The business model for volunteerism used by HOL provides a solution to many of the time, informational and regulatory constraints that currently impede the growth of volunteerism. HOL aims to create a volunteering experience that is flexible, accessible, convenient and efficient, to both the user and the receiver of the service. To this end, HOL has implemented the following key elements of its business model:

- Since 2010 HOL has established over 140 partner relationships with diverse not-for-profit organisations. HOL seeks to diversify and expand its network with partner agencies by continually expanding its relationships with not-for-profits both geographically and by sector.
- HOL has established a website, which serves as a time-efficient clearing-house for currently available volunteer opportunities. Registered volunteers can search for specific volunteer opportunities and sign up on-line. This allows participants to volunteer on a one-off or continuing basis.
- For each corporate project, HOL provides any resources needed for the project, support to the beneficiary organisation and an on-site Project Team Leader to ensure that everything runs smoothly on the day.

## Review of Developments, Activities and Achievements

During the 2020 Financial Year, HOL accomplished the following:

- Development of new on-line services for shielded older people.
- Development of small, local and regular environmental projects, rather than large seasonal activities
- The support of over 150 charity partners with volunteers, capacity building and gifts in kind.
- 2,555 volunteers gave a total of 11,604 hours of community service.
- HOL has been featured in The Metro and Evening Standard newspapers, BBC London News and BBC Radio 4. We were also featured in other local papers, trade magazines and blogs (The Drum, Londonist, Broadgate News, The Big Issue, TFL and numerous corporate and retail websites and blogs).
- Massive development of our on-line presence increasing following by over 100% during the year.
- Wrap Up London collected 20,907 warm coats during Wrap Up London making a total of 180,000 since the campaign launched in 2011.

## Future plans

- To further develop staff and trustee appraisal, development and training.

- 
- Continue to seek new and diverse charity partners to provide a stronger offering to both individual and corporate volunteers with a focus on West London.
  - Increase the reach of the Wrap Up London initiative to further cities in the UK through on-going partnerships.
  - Increase the number of volunteers through a stronger choice of charitable activity, at different locations across the capital.
  - Further develop our family friendly volunteer days
  - Increase the ways we interact and communicate with our individual volunteers.
  - To continue to diversify and increase our corporate partnerships, for annual or multi-year engagement programmes with a focus on year-round volunteering.
  - Increase HOL's profile in the Greater London community with a special focus on media awareness campaigns by increasing our presence on social media channels.
  - Diversify our funding streams.

## Risk Management

The Board has conducted a review of the major risks to which the charity is exposed. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to a strategic plan that is being updated which will allow for the diversification of funding and activities. We, therefore, envision that internal control risks will be further minimised by the implementation of review procedures for all transactions and projects, as well as the on-going training of staff. The organisation relies heavily on volunteers and charitable work undertaken by corporate partners. Procedures and monitoring processes, as well as strategic plans, have been established to minimise the impact of any downturn in volunteer availability or corporate demand. These procedures are periodically reviewed to ensure that they continue to meet the needs of our volunteers and the community organisations they support.

## Finances and Reserves Policy

The attached financial statements show the current state of the finances of the organisation compared to the prior period as of 31 December 2019.

**Income**

Summary of major changes in income less expenditure:		
	2020	2019
	£	£
Donation income	185,222	85,506
Charitable event management	49,937	195,490
Other income	-	-
Expenditures	(234,206)	(259,487)
Net surplus for the period to 31 December	953	21,509

Donation income for the period has been generated trust and foundations due to the on-going efforts of the Board and the volunteers assisting in the mission of the organisation.

Charitable event management, which are funds paid to the organisation in exchange, at least in part, for services such as corporate volunteering provided by the organisation, for the period has been generated due to the on-going efforts of the Board and the strategic use of already developed networks of professionals within the UK. The services provided in support of these funds formed a large part of the effort of the volunteers and employees as they focused on delivering a top-quality service expected by the large and respected corporations that hired the organisation during the year.

**Expenditures**

Expenditures to generate voluntary income relate to reaching out to contacts within the UK and beyond and visiting numerous potential supporters.

Expenditures to conduct charitable activities relate to project management of events and activities, performing presentations to numerous corporations, and the identification and training of volunteers.

Expenditures to conduct fundraising relate to communications, organising events and follow-up.

**Reserves**

The organisation holds unrestricted funds to:

- fund specific projects such as charitable event management which may arise at relatively short notice;

- 
- meet on-going costs in relation to the running of the organisation, including renting of premises and administration costs.

The amount and timing of certain sources of income are variable in nature including expenditures, particularly as the organisation is a young and growing charity which may be committed in advance of knowing the precise total income from an event. The Board, therefore, considers it prudent to hold unrestricted reserves. The Board reviews the level of reserves on an annual basis. Reserves held at 31 December 2020 amount to £131,295 (2019: £130,342). The current target cash reserve of £25,000 has not increased from the previous year; This will be subject to a more detailed appraisal as the impact of the pandemic on operations subsides.

**Other**

The organisation's bankers are Cooperative Bank and the Independent Examiner is Charity Management Services.

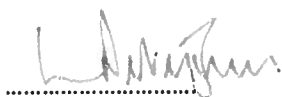
Bankers:	The Cooperative Bank
	60 Kingsway
	Holborn
	London WC2B 6DS
Independent Examiner:	Mary Wallbank DChA, FCA, FCIE
	Charity Management Services
	19 Stinchar Drive
	Chandler's Ford
	Eastleigh
	Hampshire SO53 4QJ

**Basis of Preparation**

Charity Management Services was appointed as advisors and Independent Examiners of the organisation's financial statements.

This report has been prepared in accordance with the current Statement of the Recommended Practice: Charities Statements of Recommended Practice (SORP) (FRS 102), and in accordance with the special provisions of the Companies Act 2006 relating to small entities.

For and on behalf of the Board



Peter Jonas, Chairperson

16.9.2021

#### **Statement of Board members' responsibilities as trustees**

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume the charity will continue in operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity, and which enable them to ensure that the financial statements comply with the Statement of the Recommended Practice: Accounting and Reporting by Charities 2015 and in accordance with the special provisions of the Companies Act 2006 relating to small entities. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### **Report of the Independent Examiner to the Trustees of Hands On London**

I report on the accounts of Hands On London for the period ended 31 December 2020 which comprises the Statement of Financial Activities (Incorporating the Income & Expenditure account), Balance Sheet and related notes.

#### **Respective responsibilities of trustees and examiner**

The trustees (who are also directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

I am qualified to undertake the examination by being a qualified member of the Association of Independent Examiners.

Having satisfied me that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145 (5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

#### **Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees

concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination, no matter has come to my attention to indicate:

- a) accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- b) the accounts do not accord with such records;
- c) that they fail to comply with the relevant accounting requirements under section 396 of the Companies Act 2006 or are not consistent with the Charities SORP (FRS102);
- d) any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the financial statements.

Ms Mary Wallbank DChA, FCA, FCIE  
19 Stinchar Drive  
Chandler's Ford  
Hampshire  
SO53 4QJ

Date:

**Statement of Financial Activities (Incorporating Income & Expenditure account) for the year ended 31 December 2020**

	2020	2020	2020	2019	
	Unrestricted Funds	Restricted Funds	Total Funds	Prior 12 month Period Total Funds	Further Details
	£	£	£	£	
<b>Income from:</b>					
Donations and legacies	148,345	36,877	185,222	85,506	2
Charitable activities	49,937		49,937	195,490	3
<b>Total</b>	<b>198,282</b>	<b>36,877</b>	<b>235,159</b>	<b>280,996</b>	
<b>Expenditure on:</b>					
Raising funds	33,825	-	33,825	82,041	4
Charitable activities	121,702	36,877	158,579	168,040	4
Support Costs	41,802	-	41,802	9,406	4
<b>Total</b>	<b>197,329</b>	<b>36,877</b>	<b>234,206</b>	<b>259,487</b>	
Net income/(expenditure)	953	-	953	21,509	
Transfers between funds					
<b>Net movement in funds</b>	<b>953</b>	<b>-</b>	<b>953</b>	<b>21,509</b>	
<b>Reconciliation of funds:</b>					
Total funds brought forward	130,342	-	130,342	108,833	
<b>Total funds carried forward</b>	<b>131,295</b>	<b>-</b>	<b>131,295</b>	<b>130,342</b>	

No separate Statement of Total Recognised Gains and Losses has been presented as all such gains and losses have been presented within the Statement of Financial Activities. The net movement of the funds for the year arises from the charity's continuing operations.

**Balance Sheet as at 31 December 2020**

		2020	2019
	Notes	£	£
<b>Current assets</b>			
Debtors	7	14,356	30,557
Cash at bank and in hand		121,119	106,668
		135,475	137,225
Creditors: amounts due within one year	8	(4,180)	(6,883)
		<b>131,295</b>	<b>130,342</b>
<b>Net current assets</b>			
		<b>131,295</b>	<b>130,342</b>
<b>Net assets</b>			
		<b>131,295</b>	<b>130,342</b>
<b>Unrestricted income funds</b>			
General purpose funds	9	131,295	130,342
		<b>131,295</b>	<b>130,342</b>
<b>Total funds</b>			
		<b>131,295</b>	<b>130,342</b>

The trustees are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

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

The trustees acknowledge their responsibilities for:

- (i) ensuring that the company keeps adequate accounting records which comply with section 386 of the Act, and
- (ii) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial period and of its surplus and deficits for the financial period in accordance with the requirements of sections 394 and 395, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

The following notes on these pages form part of these financial statements.

Approved and authorised by the Board and signed on their behalf



.....

Peter Jonas,  
Chairperson.

16.9.2021  
.....

Dated

## **Notes to the Accounts**

### **1. Accounting Policies**

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the financial statements.

#### Basis of presentation of accounts

These financial statements have been prepared under the historical cost convention and comply with the Companies Act 2006. The financial statements have been prepared in accordance with the current Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities", and applicable accounting standards.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

#### Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Designated funds are funds established by the Board from time to time for specific projects or purposes, are not in any way restricted and any surplus or deficit will be transferred to/from the general purposes fund when the designated fund is closed.

Restricted funds are subject to restrictions on their expenditures imposed by the donor or through the terms of an appeal.

#### Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income, there is probability of receipt and an amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Charitable activities income consists of project management fees paid to the organisation by other entities for the design, staffing, training and management related to charitable activities organised for the employees of the entities. Income is recognised as services performed. They also include corporate sponsorship of certain charitable activities.
- Donations income includes amounts received from individuals and corporate entities that are considered donations in substance. Gift Aid recoverable is included within the same category of income to which the Gift Aid claim relates to the same period in which that income is recognised.
- Income from grants is recognised when an entitlement is demonstrable, and any conditions attached are wholly within the control of the organisation.
- No value has been attributed to the contribution of those acting as volunteers.
- Donated facilities and services are included in income at the lower of open market value and the value to the charity. Donated goods are included at fair value except for Wrap Up London which is an annual campaign undertaken by the charity whereby donated used coats are distributed to shelters and refuges across London. The charity does not recognise

the donated coats received as income since the charity cannot provide an accurate valuation of the coats.

#### Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes VAT that cannot be fully recovered and is reported as part of the expenditure to which it relates:

Charitable expenditure includes the direct costs of designing, staffing, training and managing charitable events organised for the employees of corporate entities who employ the services of the organisation. Costs also include supplies, materials and any professional supported contracted in. Costs incurred in the preparation of events are treated as prepayments until the event has occurred.

Costs of generating voluntary income include the design, preparation, printing and delivery of presentations to individuals and corporate entities to generate donations.

Costs are charged directly to the most appropriate activity or category. Board expenditure is allocated on the basis of where the majority of time is spent on activities.

#### Pensions

Hands On London makes contributions for eligible employees to a defined contribution pension scheme which are included in the accounts as they become payable.

## **2. Donations**

	<b>2020 Unrestricted</b>	<b>2020 Restricted</b>	<b>2020 Total</b>	<b>2019 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Donations	23,476		23,476	72,636
Grants	124,869	29,377	154,246	6,870
Gift Aid	-	-	-	
Donations in Kind	-	7,500	7,500	5,000
	<b>148,345</b>	<b>36,877</b>	<b>185,222</b>	<b>85,506</b>

Restricted income for the year ended 31<sup>st</sup> December 2019 was £62,346.

Donations in kind relates specifically to:

Safestore Self Storage for the donation of warehouses during the 2020 Wrap Up London Campaign. The storage space was estimated to be approximately £3,500 for one-month use. The drivers' time donated to the work for the mornings was estimated to be approximately £1,500. Additional donations in kind of £2,500 relate to marketing support from Wunderman Thompson UK during the same campaign.

### 3. Income from charitable activities

	<b>2020 Unrestricted</b>	<b>2020 Restricted</b>	<b>2020 Total</b>	<b>2019 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Project Management fees	49,937	-	49,937	195,490
	<b>49,937</b>	<b>-</b>	<b>49,937</b>	<b>195,490</b>

### 4. Total expenditure

		<b>Raising Funds</b>	<b>Charitable Activities</b>	<b>Support Costs</b>	<b>2020 Total</b>	<b>2019 Total</b>
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Costs directly allocated to activities</b>						
Staff costs		27,863	120,740	37,151	<b>185,754</b>	<b>168,345</b>
Event Costs		1,227	23,303	-	<b>24,530</b>	<b>71,934</b>
Recruitment		-	-	-	-	-
Travel		-	-	-	-	-
Independent examiner's fees		-	-	1,154	<b>1,154</b>	<b>1,200</b>
<b>Support costs allocated to activities</b>						
Premises	Floor area	2,112	3,168	-	<b>5,280</b>	<b>9,320</b>
General office	Staff time	2,623	11,368	3,497	<b>17,488</b>	<b>8,688</b>
<b>Totals</b>		<b>33,825</b>	<b>158,579</b>	<b>41,802</b>	<b>234,206</b>	<b>259,487</b>

As a result of the pandemic in 2020, HOL was engaged in a reduced level of activity related to the running of corporate activity. The remaining expenditure is largely incurred in raising funds is due to staff costs in approaching Trusts and Foundations who wish to support the work of HandsOn London.

Restricted expenditure for the year ended 31<sup>st</sup> December 2019 was £62,346.

**5. Staff costs**

The average number of FTEs employed during the year was 6 (2019; 7). No employees received more than £60,000 per annum in remuneration in the year. Staff costs for the financial year, including Key Management Personnel, were as follows:

	2020	2019
	£	£
Wages and Salaries	143,170	122,939
Key management personnel	27,572	28,281
Employers National Insurance	7,372	10,890
Employers Pension Contributions	7,640	6,234
	<b>185,754</b>	<b>168,344</b>

**6. Trustee remuneration**

During the year 2020, no trustees received any remuneration or benefits in kind (2019: nil). No expenses were reimbursed nor paid to any trustees, either (2019: nil).

**7. Debtors**

	At 31st December 2020	At 31st December 2019
	£	£
Trade Debtors	3,954	27,562
Other: Accrued Income	10,402	2,895
Prepayments		100
<b>Total</b>	<b>14,356</b>	<b>30,557</b>

**8. Creditors**

	<b>At 31</b>	<b>At 31</b>
	<b>December</b>	<b>December</b>
	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Taxes and Social Security	3,039	5,558
Accruals and deferred income	1,141	1,325
<b>Total</b>	<b>4,180</b>	<b>6,883</b>

**9. Movements in funds**

	<b>At 1<sup>st</sup></b>	<b>Incoming resources</b>	<b>Outgoing</b>	<b>At 31</b>
	<b>January</b>		<b>resources</b>	<b>December</b>
	<b>2020</b>			<b>2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Restricted funds:</b>				
Wrap Up London	-	36,877	(36,877)	-
<i>Total restricted funds</i>	-	36,877	(36,877)	-
<b>Unrestricted funds:</b>				
General funds	130,342	198,282	(197,329)	131,295
<i>Total unrestricted funds</i>	130,342	198,282	(197,328)	131,295
<b>Total funds</b>	<b>130,342</b>	<b>235,159</b>	<b>(234,206)</b>	<b>131,295</b>

The Westminster Amalgamated Trust, FP Raymond CT, Westlake & Smith, Two Magpies and The Julian and Hans Rausing Trust, donated restricted funds towards the 2020 Wrap Up London campaign.

**10. Related Party Transactions**

There were no related party transactions (2019, none).

**11. Volunteer Time Donated**

The charity benefits greatly from the involvement and the enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

The organisation is a registered private company limited by guarantee as of 14 October 2010 (Companies Number 07407984). It is a registered charity in England & Wales through the Charity Commission, as of 8 February 2011 (Charities Commission Number 1140291). Correspondence should be addressed to Hands On London, 38 Turner Street London E1 2AS.

**THANK YOU**

Thank you very much to our corporate partners and sponsors for their generous support, everyone who made donations to HandsOn London, as well as everyone who gave their time through every single volunteering day and event!

Special thanks in particular to the organisations below who kindly provided financial and in-kind support during 2020:

*William Blair*

