

INSPIRING COMMUNITIES TOGETHER

England & Wales · Charity number 1157053

Details

Other names	ICT
Status	Registered
Legal form	CIO
Registered	2014-05-14
Register	View on the Charity Commission register

Contact

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Activities

Objects: TO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF THE SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITY OF GREATER MANCHESTER IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY: WE WILL ACHIEVE THIS BY:A. PROVIDING ACTIVITIES WHICH IMPROVE CAPACITY AND SKILLS OF THOSE WHO TAKE PART IN THEM IN. INCLUDING FORMAL LAND INFORMAL TRAINING SUCH AS BASIC SKILLS, COMPUTER SKILLS AND RECOGNITION OF VOLUNTEERING SKILLSB. PROVIDING ACTIVITIES WHICH IMPROVE SELF CONFIDENCE AND MAKE AN IMPACT ON INDIVIDUALS, COMMUNITY AND SOCIETY IN GENERAL. INCLUDING ADVICE AND SUPPORT IN HOW TO MEET COMMUNITY PRIORITIES OR HOW TO PLAN PROJECTS AND IMPLEMENT THEM.C. DEVELOP STRUCTURES WHICH ENABLE MEMBERS OF THE COMMUNITY TO CO-OPERATE WITH EACH OTHER AND BETTER DEAL WITH ORGANISATIONS IN THE WIDER COMMUNITY. INCLUDING SUPPORTING NEGOTIATION AND ADVOCACY SUPPORT. D. WORK WITH MEMBERS OF THE COMMUNITY TO NURTURE NETWORKING AND THE SHARING OF EXPERIENCES AS PART OF A LEARNING PROCESS. INCLUDING DEVELOPING CAPACITY TO ORGANISE STRUCTURES AND PRACTISE SUCH AS COMMITTEE SKILLS, FINANCIAL MANAGEMENT AND EVALUATION.?

Activities: Inspiring Communities Together is a neighbourhood based Charity operating in Greater Manchester. The organisation has three strategic priorities: strengthening local voice, improving peoples lives and creating better places to live we aim to improve the capacity and skills of local people, improve self confidence and nurture networking and share experiences

Classification

- **How:** Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Manchester City
- Salford City
- Trafford

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£718,514	£730,318	£754,360	15
2024-03-31	£721,598	£644,282	£758,978	19
2023-03-31	£554,265	£502,174	£686,425	15
2022-03-31	£613,206	£602,801	£626,085	22
2021-03-31	£469,387	£426,796	-	-

Trustees

Name	Role	Appointed
Michael John Duddy	Chair	2017-02-01
ANN-MARIE PICKUP		2014-05-14
James Kariuki		2018-05-16
RUTH MARGARET POTTS		2014-05-14

Accounts

Charity Number: 1157053

Inspiring Communities Together

Report and financial statements
For the year ended 31 March 2025

Inspiring Communities Together
Reference and administrative information
for the year ended 31 March 2025

Charity number 1157053

Registered office and operational address Innovation Forum, Frederick Road, Salford, M6 6FP

Trustees Trustees who served during the year and up to the date of this report were as follows:

Mike Duddy	Chair, February 2017 – present
Lynne Marsland	Vice Chair, February 2017 – present
Ruth Potts	Secretary, October 2016 – present
James Kariuki	May 2018 - present
Ann-Marie Pickup MBE	October 2015 - present

Key management personnel

Bernadette Elder	Chief Executive – To March 2025
Jayne Allison	Chief Executive – From January 2025
Antonia Dunn	Age Well Programme Manager
Carol Hyde	Child and Families Operations Manager
John Hoey	Marketing and Comms Manager
Joanne Inglis	Trainee Programme Manager (People and Place)

Children and Families:

Janine Wallace	Room Leader
Dawn Whelan	Early Years Worker – To July 2025
Claire Clayton	Early Years Worker – To September 2025
Naomi Cassidy	Apprentice Early years practitioner
Guy Thompson	Community Connector Wellbeing Matters – To February 2025
Daniela Davies	Apprentice Early years practitioner – From August 2024
Tina Tudor	Development Worker advice and guidance and training – To June 2024

People and Place:

Rosie Leonard	Development Worker
David Thomas	Development Worker

Age well:

Tori Taylor	Coordinator Age Well
Andrea Whelan	Development Worker
John Rutter	Development Worker
Tonicha Wallace	Development Worker
Julie Kay	Development Worker advice and guidance

Bankers

Cooperative Bank PLC
P.O Box 101, Balloon Street, Manchester, M60 4EP

Independent Examiner

Jennifer Daniel FCCA DChA
Slade & Cooper Limited, Beehive Mill, Jersey St, Manchester, M4 6JG

Inspiring Communities Together

Trustees' annual report

for the year ended 31 March 2025

The trustees present their report and the unaudited financial statements for the year ended 31st March 2025.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

The charity's principle objectives as set out in the constitution are:-

- To develop the capacity and skills of those who are socially and economically disadvantaged, by working with individuals and groups who live or work within the neighbourhood of Charlestown and Lower Kersal (CHALK) and neighbouring districts
- To work with individuals and groups within these neighbourhoods to help them make a difference locally

Vision: A place where everyone has the opportunity to achieve their full potential and participate in making a positive difference to their neighbourhood.

Mission: We will achieve positive outcomes for local people based on the knowledge understanding and information that the community have about their area, through empowering individuals and groups to release their potential to develop their own solutions

Values:

- We will be accountable to and representative of the local community
- We will be innovative and provide value for money in our approach to deliver of everything we do
- We will value all volunteers, staff and members of the organisation

Aims:

- Support individuals within neighbourhoods to ***create better places to live***
- Provide resources which enable individuals ***to improve people's lives***
- Bring together community voice and action ***to strength local voice***
- ***Ensuring the sustainability of a community led organisation***



Measuring our impact

As a neighbourhood-based Charity we recognise the importance of understanding and acting on the voice of those we work for and with. We have now established a model which takes a lifecycle approach to ensure that people age well throughout their lives:

- Supporting our younger members of the neighbourhoods to have the best start in life

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for the year ended 31 March 2025

- Providing opportunities for people of all ages to develop and grow and ensure that they are equipped to improve and enjoy their own neighbourhoods.
- Continuing to lead on the delivery of Age Friendly Salford ensuring older people have a voice and can stay healthy and wellbeing within their own neighbourhoods.

Strategic Direction

The Board have spent time reflecting on the journey Inspiring Communities Together has been on and the direction of travel to ensure sustainability into the future. Our strategic plan sets out three strategic priorities for the next four years which will help us to deliver against our vision and mission

- **Strategic Priority one – Improve our impact through good-quality, high impact delivery programme**
- **Strategic Priority two – Strengthen business practise to support high performance**
- **Strategic Priority three – Ensure the organisation is meeting our governance requirements**

Delivery model 2024/25

The development of the Strategic Plan has provided an opportunity to reflect on our past, build on the good foundations we have developed since our journey as a Charity started in 2014 and look forward to the next phase for Inspiring Communities Together.

Going forward we now need to align our business practices, resources, and people power to support long-term stability of our Charity. This includes using data to drive decisions internally and to influence stakeholders externally, working to ensure we can maintain a living wage for all our employees and securing the financial resources and organisational infrastructure we need to support efficient and effective delivery of a high-quality programme of work.

To achieve this, we have identified five Strategic Pillars that help frame how the Charity will move forward:

1. We will maintain and strengthen our core offer by building on our experience and expertise, proven best practices, and continuous learning.
2. We will create a high-performance culture by delivering meaningful, measurable, and financially sustainable results for the individuals we work with.
3. We will remain a key partner across the city through Leadership helping shape public services and policy in our field.
4. We will maintain and where appropriate grow our partnership working with others whose values align with ours
5. We will ensure excellent governance and be accountable to our wider stakeholders

We will embed Social Value as a core part of our operational programme, measuring the impact of those we aim to help through our social, environmental and economic impact.

Between 2024 – 2028 Our overarching approach will organise all our business practices and staff efforts towards the outcomes we seek for individuals: housing stability, systems of support, financial stability, and enabling people we work with to live well in neighbourhoods of their choice.

This Trustee report outlines the operational steps and investments necessary for Inspiring Communities Together to fully implement an outcomes focused approach to programme delivery and operational execution.

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At the end of the four-year plan, we will have implemented the key initiatives described below to focus on the vision of creating: ***Places where everyone has the opportunity to achieve their full potential and participate in making a positive difference to their neighbourhood***

Through the work already done we now have ***two organisations*** with key roles to play in supporting place-based work:

Inspiring Communities Together (ICT)	<i>The parent organisation</i> Focused on delivery of a programme of work which supports local people to improve their own health and wellbeing
Inspiring Housing Community Land Trust (IHCLT)	<i>Subsidiary of Inspiring Communities Together with an independent Board</i> Focused on the development and management of good quality homes for local people.
<i>Whilst ICT and IHCLT are governed independently of each other and through different governance models there is a recognition that the values and principles of both are aligned and where possible the work they delivery complement each other.</i>	

Programme of work Inspiring Communities Together

Our program of work is delivered across three core themes:

- **Children and Families** – We offer a programme of family support activities aimed at providing information, advice and support to parents and carers to help them give their children the best start in life and maintain their own good health and wellbeing.
- **People & Place** - We deliver learning that enables people to develop skills, knowledge and confidence, improving health and well-being and promote the wider benefits of learning. We offer a program of activities which focus building resilient neighbourhoods where individuals value themselves, where they live and their local neighbourhood public green and blue spaces
- **Ageing Well** – We aim to *achieve positive outcomes for older people to ensure they can age well and look after their own health and wellbeing*. This work is delivered in Partnership with Age UK Salford and Salford CVS. We deliver a range of activities and support in the community and via the telephone and virtually

The program is under pinned by our relationship with IHCLT and our joint commitment to provide quality places to live alongside offering excellent support to those individuals to improve their life chances

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Structures we engage with

We continue to recognise the importance of engaging with as wider a partnership as possible both to gain knowledge and skills to improve our own delivery but also to share our learning with others. Based on our current programme of work we are engaging with:

National	Greater Manchester	Salford	Neighbourhoods
Social prescribing network Centre for Ageing Ofsted	GM Ageing Hub Greater Manchester Sports	Salford CVS Vocal Leaders Equalities Board Social prescribing steering group Social Value Alliance	Resilience Forums East Salford Community Committee Neighbourhood Management

Sustaining our programme

Since setting up our model of working in 2011 when we relied only on the CHALK Annuity funding, we have worked hard to develop our own approach to neighbourhood-based work. This has meant a change to both our constitution and our funding model.

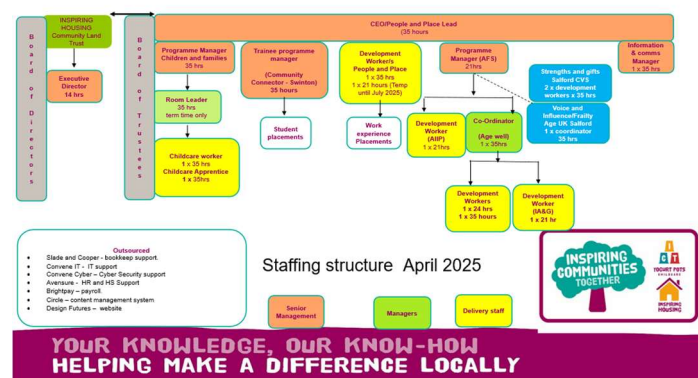
Established as a Charity in 2014 we now have a Greater Manchester footprint to work across (although our priority will remain CHALK first).

In recent years we also agreed with Salford City Council to take on the oversight and management of the Annuity allocated to Seedley and Langworthy and this has enabled us to deliver our neighbourhood work in other parts of Salford – ***this neighbourhood is also where the majority of the Inspiring Housing CLT development is taking place.***

Reflecting on the past year - As we come to the end of the year, we can reflect on what has been achieved, alongside the challenges that still face us:

Staffing - This has been a transition period for Inspiring Communities Together as time was spent recruiting a new CEO to take forward the Charities ambitions. The new CEO was appointed in January 2025 and from 1st April 2025 will take over full control of the operations for Inspiring Communities Together

Key highlights –



We continue to invest in recruitment of local people to deliver our programme of work – 15 staff are currently employed (10 of these live within CHALK & Seedley & Langworthy)

We continue to be an accredited Living Wage employer and are a supporter of the Greater Manchester Good Employment Charter

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We continue to invest in learning and development for staff including access to E learning, Apprenticeships and attending a variety of learning opportunities.

We have developed strong working relationships with Salford City Council skills and work team to provide placement opportunities for local people looking to get back into work

We have maintained our relationship with Manchester University to provide opportunities for Social Workers to develop their knowledge and skills of the voluntary sector in supporting their chosen profession

We continue to support Salford Council priorities by regularly attending neighbourhood area resilience meetings, addressing some long-term neighbourhood issues through joint working initiatives.

We have started to explore some restructuring within the Charity:

People and Place – realigning our development workers to a more generic neighbourhood role, supporting both learning and neighbourhood environmental priorities, reflecting both the live well and neighbourhood agenda being developed at both GM and Salford level

Children and Families - Started to restructure our children and families' programme and explore the development of an additional outside classroom with a focus on the natural environment

Back-office Functions - We have recognised over the years that not everything has to be delivered in-house and have therefore developed a different approach for much of our back-office support. We externally outsource back-office functions such as Finance, HR, IT, Cyber security and CRM maintenance.

Programme delivery – Summary

Theme	Key highlights
Children and Families	The long-awaited inspection from Ofsted took place and once again confirmed that we are a "good" setting.
People	We planned and tested an approach to learning and now have funding in place to do this work
Place	The redesign of our Green Champion model and the development of a learning programme through our Green Champion programme is starting to show the benefits of this work. As can be seen in the report we are already establishing new groups and bringing people together through our monthly meet ups We also secured funding to test the model
Age Well	In January 2023 we secured our first contact and during 2024/25 we have been developing and implementing the Age Friendly Salford programme of prevention across Salford. During this period we have also started to align the work to a neighbourhood/live well approach in line with Greater Manchester priorities
Marketing and comms	In 2023 we recruit a marketing and comms manager, and time was spent enabling them to learn about our organisation with a reactive delivery approach. We have now started on our proactive approach to marketing and comms including annual campaigns and comms opportunities
Inspiring Housing CLT	During 2024/25 the Board started to take on responsibility for developing their own Strategy and work took place to secure Registered Provider Status enabling greater independence from Inspiring Communities Together

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Our programme of activity - Set out below is the programme of work delivered by Inspiring Communities Together during 2024/2025:

Children and Families – During this reporting period we have placed special emphasis on:

- **Stay and Play** – Weekly session held in Sports Village library
 - **Nursery** – Provides provision for 2 years plus linked to local primary schools
 - **After school club** – Supports working parents with children who attend Lower Kersal Primary and St Pauls Primary (staff walk children from school to the Sports village).
 - **Holiday club** – Provides low-cost daily provision for working parent – Have been able to access HAF funding to provide nil cost provision
 - **Family Activities** – Offered during school holidays to provide free activity for families who may not be able to afford to take their children to paid activities or on holiday
 - **Advice and guidance support (shared resource with AFS)** – support for families in CHALK and Seedley and Langworthy. Links with Wellbeing Matters and Age Friendly Salford providing a city-wide element of provision
 - **Social Prescribing (externally funded)** – We continue to be the delivery partner for Swinton which is slightly out of area. However, our Community Connector works closely with our Advice and Guidance worker and the Age Well programme to connect people to social activities and guidance support
- During 2024 our Advice and guidance worker moved permanently into the Age Friendly Salford Team and the Community Connector is currently line managed by the CEO giving the Children and Families Manager an opportunity to focus on development of our Children and Families model including the development of both inside and outside classroom provision.***

Stay & Play – We have engaged with 52 (41 recorded in 2023) attendees this year.



We continue to see new families joining our play and stay offer alongside the regular families that come each week. We see this as opportunity for local families to see our wider offer and stay with us at our early years provision as their child reaches 2 years of age.

Once again, this year we have hosted student social workers who have been helping out at the Yogurt Pots. Our student social worker has been delivering some stay and play sessions and delivering activities around messy play, sensory play and reading stories with visual resources. By following topics from the Early Years Foundations Stage (EYFS) curriculum this links well for when children are old enough to attend nursery.

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We have a family started attending Stay & Play sessions, and one of the children then transitioned into our Nursery last year. The family then ended up on Child Protection which we supported them through, and the child has now transitioned to School Nursery in July 2024

We gave mum and the family support as we became aware that the child was displaying negative behaviour and needed additional interventions. Mum engaged really well and worked with all outside agencies. We supported the child through transition and he started his School Nursery at the start of September 2024

Mum now brings her youngest child to our Stay & Play sessions. The child will turn 2 years of age in November 2024, and mum is looking to put her name down to attend Yogurt Pots Nursery from January 2025.

Mum has made new friends and now goes out to the park and play areas with other families which has improved her social circle of friends, and we hope she will no longer child protection support after her next case review in November

Nursery - With a daily capacity of 15 children at Yogurt Pots, at the end of this year we still have some vacancies. However, funding is changing in April 2025 meaning some children could be entitled to an increase in funded hours which due to our current gaps will enable us to offer families additional hours if they require them.

This year we had 15 children who are now school ready and transitioning to local primary schools. To say goodbye and celebrate their achievements we held a family event – all the children received a certificate and through our cloud-based tool Tapestry we were able to send all the families an E journal of the children's time with us. As always it is lovely to look back and see how far the children have come from when they first joined us.

The other side of children moving into full time education means new children joining early years provision from the first time. To prepare both the children and families and for the setting to gain some background knowledge of the children's likes and needs this year we invited the families to visit the setting prior to starting in September.

We are aware that there is a rise in the number of children starting school with poor teeth and have therefore introduced teeth awareness into our early years programme. Working with the Oral health team the children are now engaging in daily tooth brushing to promote children's oral health at an early age. Using our online tool Tapestry, we are able to share this with parents who we hope will continue to encourage tooth brushing at home.

We continue to see an increase of children with special education needs (SEND). Our staff continue to work with outside agencies and the local authority to ensure children and families can access the support they need – recent feedback has been that the quality of the referrals sent through are of good quality – a testament to the investment in our staff in ensuring they have the skills and knowledge required to not only support the children in the setting but identify support needed and complete the sometimes very complex paperwork to enable families to access this support. This approach has also enabled us to secure some additional funding to purchase resources to meet the needs to the children. Through this work we have recognised that families often feel isolated and that no one understands them – during 2025 we will be piloting a family peer support group approach with a focus on families living with children with SEND alongside our regular play and stay sessions.

Ensuring our programmes of work support and complement each other the children and families programme has provided placement opportunities for our Learning for Work, Learning for Life programme alongside our social work students – During quarter four the focus was on healthy eating, a session for parents on "Healthy Eating" looked at sugar content in foods and supplied parents with handouts and

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links to help them have more options and variety in children's lunch boxes. (an area where our families can sometimes send inappropriate food options)

After school/holiday club - Whilst the provision we offer is valued by those families who use both after school and holiday provision we have this year seen a decline in the number of families using our provision. We have particularly noticed a difference between the two schools we support with St Pauls now providing the majority of children accessing after school provision with numbers still low from Lower Kersal and we have had to withdraw the provision on some days as there were no children to collect and provide a taxi service for other days to reduce the staffing required (2 staff are required to support school pickup). This change in after school requirements may reflect the number of new homes being developed in the area and as most of these are for sale would also reflect that we are seeing an increase in working families.



After school club means the children only spend a short amount of time at the setting each day – children walk from school to the setting supported by staff. We however want the children to understand about their own roles within the neighbourhoods in which they live. The walk provides time to explore their natural environment which we expand on once the children arrive at the setting exploring our outside area where we now have baby frogs and carrying out litter picks in Riverbank Park

Holiday Club – We have once again this year been successful in securing holiday hunger funding which enables us to offer free provision for families (Monday - Thursday 10.00am – 3.00pm) This funding has enabled us to keep costs low again for families who may need additional hours - additional hours can be purchased at £3.00 per hour or £20.00 per day for Friday sessions.

As always, we offer various activities for the children to access using nature experiences to create stick people, build small rafts and magic wands, obstacles courses, dance sessions, sports and games and spending most of the time outdoors!

Feedback from parents:

I have been able to work during half term;

It has helped my child to socialise with other children;

Money is a bit tight at the moment so free provision has really helped;

Having the option of free snack and lunch has been a big help;

A family who often attends our Free Family activities has three children and her oldest children has additional needs, receiving 1-1 support at primary school.

Mum asked if we do holiday club as she has taken her son to some settings, and he hasn't settled so she didn't take him back.

- We encouraged mum to book her child on and gave her the link to the Holiday club
- Spent time with mum to understand what support her child would need to feel comfortable at holiday club

staff were able to follow the child's interest of dressing up, superheroes and being able to access outdoor provision and how to calm the child when they became overwhelmed or unsettled

Mum was please that her child seemed really happy and enjoyed coming to the sessions, whereas at other settings she had tried she felt the child wasn't settling or enjoying themself

Mum said that in the future when her younger child is old enough, she would like to send him too. And once again thanked us for our support.

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Family Activity - During the school holidays alongside the holiday programme, we also offer free family activities – this reflects that not all families can afford to take their children on days out or on holiday. During this year we have offered a variety of family holiday activity days:



3 families attended planting herbs & vegetables. The children were all keen to plant and water their seeds taking them home to watch them grow! One family who attended has now made an enquiry for their younger child to attend Yogurt Pots nursery when they turn 2 years old in September 2024.

"My parents grow their own vegetables and will be so proud when I tell them that their grandchildren have taken part in this activity, Thank you so much"

- 4 families attended activities which included a street dance session, mini scarecrows, seed mosaics.
- 11 families attended the intergenerational picnic where everyone enjoyed a lovely social afternoon with something for everyone, chair exercises, movement bingo, circus Frank, face painting and a picnic lunch.

"I came along to the fun day for some activities for the Summer with the children and found everything to be good compared to other places"

"I had a lovely time today watching all the children playing and talking with my friends"



During October half term we held a joint event with the People and Place Team to deliver a pumpkin carving activity. This was an intergenerational activity with participants from Green and Grow along with families from the local community who also joined for the session. We made connections with local supermarket Morrisons who donated 10 large pumpkins and have said if we need any support going forward, they would be happy to help.



During lifelong learning week in November, we held sessions for nursery parents. Five families attended and engaged with their children taking part in various activities and exploring how their children are "learning through play

Each year we hold a festive event before the children break up. This year the event took place on 10th December. Six families attending, alongside some of the afterschool club parents and grandparents who came early to pick their children up and joined in the activities. The event including a variety of craft activities and the After School children led some festive singing including a solo performance of 12 days of Christmas.

Information Advice and Guidance – At the start of the year this role was being filled on a temporary position as our permanent member of staff has been on long term sick. Over quarter one work took place to agree a settlement with the staff on long term sick and through mutual agreement their contract was terminated at the end of June. This gave us an opportunity to review the role, resulting in a slight change of direction with the post becoming part of the Age Friendly Salford programme from quarter two as our own data shows the majority of the work delivered by this post is in support of older people and [new research](#) from the Centre for Ageing Better has identified that:

- Poverty among older people could increase from 17% in 2022 to 23% in 2024.
- Almost ¼, or 3.9 million older people could be in poverty by 2040.

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Key highlights

- One family from Nursery who has been supported around DLA
- Staff member supported around benefits and PIP - claim now in progress.
- Older person awarded PIP of £71 [mobility] rising to £75.75 April 2024 which equates to £303 per month and £3939.00 per annum.
- Older person awarded PIP of £101.75 for enhanced daily living needs and £71 enhanced rate for mobility. Rising in April 2024 to £108.55 and £75.75 which equates to a weekly amount of £184.30, £737.20 per month and £9583.60 per annum.
- Older person awarded Attendance Allowance of £72.65 per week, £290.60 per month and £3,700.80 per annum. Her monthly pension is £284 per month, which with her Attendance Allowance has now doubled her monthly income.
- 3x Attendance allowance awarded (£72.65 per week per person)
- 1x £200 Household support fund
- 1x £150 British gas funds
- 3-year Access to Work allowance of £32k to cover work related travel costs.
- 1 x PIP (£148.40 per week)
- 1x Daily living enhanced (£75.75 per week)
- 1x Mobility enhanced (£184.30 per week)
- 1x Blue badge awarded

Viv was due to return to work after a period of long term sick from her role as a ward clerk at Salford Royal following a diagnoses of COPD and having had a heart operation. She was due to return on a phased return Viv needed to get a taxi to work in a morning at 6am especially in the winter as her COPD was bad in a morning.

Viv had seen one of our pieces of information on the Langworthy Cornerstone website and so came along to our weekly drop in at the Cornerstone. Our IA&G worker supported Viv to complete

- Personal Independence Payment form
- Access to Work application form
- Advised Viv about the Household Support Fund as she was struggling to pay her fuel bills over the winter due to her illness.

Outcome

- Awarded PIP 17/4/2024. Was awarded mobility element of £71 per week, rising to £75.75 in April 2024. Which gave her £284, rising to £303 every 4 weeks.
- Applied to Household Support Fund regarding her bills and received £50 for her gas and £50 for her electric.
- No response from Access to Work application but was happy with the PIP award as she could now get a taxi to work every morning at 6am without having to worry about where the money was coming from.

Viv has decided to downsize as she lived in the family home alone now and could not manage the upkeep or the bills alone. She has since found a one-bedroom flat in Lancaster Road that she is moving into. Her house is now on the market. She continues to get a taxi to work every day and is doing well with her recovery.

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Social Prescribing: We continue to deliver the Wellbeing Matters Social Prescribing programme along with our other Voluntary Sector Partners. Wellbeing Matters includes a social prescribing approach that links statutory health and care services to the VCSE sector. The aim is to support people to connect to local community assets to support their wellbeing and independence, reducing the need for intervention by health and care services.

During 2024/25 the Wellbeing Matters programme received 4,019 referrals (3,983 last year).

Mental health and social support remain the highest given reason for referral, during this year we have seen an increase in 'other' referrals with more for carers support. As in previous years the majority of referrals out are to voluntary sector organisations (80% of all Connections to VCSE sector). By the end of this year the programme has started to see an increase in referrals from men (Qtr 4 - 44% of those working with Wellbeing Matters are Men).

Inspiring Communities Together lead on the programme in Swinton and work continues to develop relationships with the GP practises to increase referral. In February our Community Connector left our employment and as the contract is currently due to end in June 2025, we have been able to take time to consider the approach to this work. The Trainee Programme Manager has taken on the role on a temporary basis to enable us to understand better the work involved in delivering this contract and will if the contract is renewed be able to support the work going forward.

Our Community Connector engaged with J after a referral from the Lakes Medical Practice to increase their social activity after a bereavement had left them very isolated.

"I was feeling really down due to grief after losing my Mum in the middle of the pandemic when I had little support, hit me again with a vengeance in recent months. Connector contacted me after a referral from my GP practice patient coordinator...we discussed why I was referred, what activities were available and what appealed to me. I chose gardening and have found it beneficial a lovely group and good for the soul, I will be attending Tech and Tea next month and try Walk and Talk. I'm pleased that the connector has followed up on how I was getting on as experience of some previous referrals was that I was left with the feeling of being a box ticking exercise which was not nice. This was my second referral after I didn't follow up with the first one."

Referrals were made out to...

- Green and Grow
- Walk and Talk
- Tech and Tea

J is now feeling more positive and is particularly enjoying the gardening group.

"I'm really enjoying the gardening group, proof of which I'm on my sixth visit; also looking forward to the walks and the Tech and Tea which I'm hoping will enable me to make better use of technology and give me the confidence to be able to buy online. By joining the group, it has given a focus to my week and feel less isolated, and I have learned of more things available. I am so glad I made the effort with the second referral and contacted the connector after their phone message."

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People and Place

Delivery programme – People and Place	
People	Place
Placements – Supporting people to develop their knowledge of the voluntary sector whilst gaining into work skills and knowledge. Learning – Learning for work/ learning for life. Employability skills and confidence building Work experience – Apprenticeship roles both introductory level (2) and next steps to enable staff development (level 3- 5)	Green Champions – the overarching programme delivered through a programme of neighbourhood activities and monthly group meet ups • Green and Grow – Intergenerational activity which takes place at Sports Village, Kersal bringing together community members with children from Yogurt Pots • Grow to Learn – Opportunity to learn more about growing and putting what you learn into practise. Takes place in Cornerstone and Chimney Pot Park • Junior Green Champions – Programme of learning and activities to support children develop their knowledge and take ownership of their own natural environments. • Street based activity – Regular litter picks bringing together communities to improve the place they live or work

Placements - We now have an excellent relationship with universities and continue to provide learning opportunities to student social workers. As with all our work we did a review at the end of the placement period last year and recognised that offering a blend of children and older adults did not work from a management and delivery perspective and led to confusion for the students. This year we therefore offered opportunities for:

- 1 Social Worker placements 70-day placement with older adults
- 1 Social Worker placements 70-day placement with Children and Families
- 1 placement for a Clinical Psychologist with older adults

Learning - Following our pilot of a learning programme which involved both formal learning and work-based placements “*Learning for Work, Learning for Life*” we have been successful in securing funding to roll out the programme during 2024/25

Following a late start due to the time taken for the funding agreements to be confirmed we started our first recruitment and delivery phase. Alongside our jobs Fayres we built good relationships with a variety of partners including the Job Centre, Growth Company, Salford City Council and Salford Foundation who are all referred into the opportunities available. In total between May 24 and March 25 we delivered six programmes and supported 36 participants (target was 30). In September 2024 we made the decision to further support our participants with their learning and progression into the work force. Participants were given access to Inspiring Communities Together E learning package Flick enabling participants to complete over 91 online courses with a focus on: **soft skills, health and safety, early years and handling information safely.**

Participants on one programme produced short video which explains more about the programme and clearly demonstrates some of the skills they have learnt. [Ifwlf](#)

Green Champions - During 2023/204 we worked on developing our environmental place-based model with a focus on developing a Green Champion movement. The Green Champion handbook has now been

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finalised and printed ready to be used to support this work which will include, monthly meet ups and weekly sessions across CHALK and SALT. In November 2024 we were successful in securing grant funding to enable the delivery of the model.

Green and Grow: This is our most established group which takes place at Sports Village bringing together both the children and families work and the Place based work. Building on this model a new intergenerational group was established this year at the Beacon Centre working with Albion School, Salford Youth Service, RHS Bridgewater and older residents. Both groups have been busy over the year preparing the ground, sowing seeds and working hard to secure additional resources:

Sports Village group secured funding to purchase a new potting shed Thanks to the following organisations who provided resources for funding for the group during 2024/25 – East Salford



Developed budget for their grant to purchase the shed which Travis Perkins kindly provided at a reduced cost. Lino for floors and shelves donated by Irlam Carpet Wearhouse, compost donation from R4GM, who delivered 1 ton of compost for us to use, Bark for the paths John Barton (Just Trees), Newbank Garden Centre who donated over 130 bedding plants and Wickes Clifton for £120 from the

Community Fund which enabled the group to buy wood stain and protection for the potting shed, gardening supplies and tools.

The group have been planning ways to better support the environment through their planting efforts, including creating a wet space for frogs to enhance natural habitats. They have successfully created a dedicated space for frogs, helping to promote biodiversity and support wildlife. The group have created a pond and installed a water feature. The pond is now complete with plants and features such as their resident heron which the Yogurt Pots nursery children love to watch. Alongside the pond the group are working towards the In Your Neighbourhood RHS awards in July/August so have also:

- widened a footpath and created stepping stones across some of the sleeper beds for safer crossing as well as started hanging their easter decorations.
- The children from Yogurt Pots joined the group in planting violas in their painted pots as part of our intergenerational work.
- installed a smaller greenhouse
- installed a gutter to navigate rainwater to the water butt

"it must count as exercise as I've closed all the rings on my watch!" "I am so pleased that I came along today, just to prove to myself that I still can do it"

"I've enjoyed working in the sun, got my daily dose of vitamin d"

"I really enjoy coming to this session" "anything DIY I'm the person for the job!" "oh my goodness look at how all the garden has come on" "those raised beds are great for my back" "all the DIY I love anything like that"

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The Beacon Centre Group were unable to use the Beacon Centre during the young person's holiday programme. The group instead had the opportunity to go Salford Arts Theatre to help develop their community green and grow project. The group helped plant up raised beds as well as weeding and tidying up the garden space. The Beacon sessions started again during March with 11 Albion Academy students joining our group for some intergenerational work. We tidied the garden and harvested some veg that was waiting for us! This included cabbage and purple sprouting broccoli!

***"How nice is it to be back! It's done me the world of good"
"Oh gosh I remember planting this broccoli seed by seed now look at it!"***

"I'm chuffed to bits with my vegetables, they'll be going into my veg curry and I can freeze it"

Due to the unique relationship between the growing and arts venues the group have incorporated some arts activities during periods when it is not possible to work outside due to poor weather conditions. Activities this year included pebble painting, gel plate printing using leaves to create patterns and making bird feeders.

The group have now taken the decision to split their time between Beacon Centre and Salford Arts Theatre showing that from a small community project green and grow activity can expand to other neighbourhoods.

Grow to learn – As with Green and Grow the development of this area of work started with one group and has now grown to incorporate a further group once again recognising that the model of testing an idea small scale, investing time and resources to develop a model, securing funding to build on the model and then roll the model out wider has very real and positive impacts for individuals and the neighbourhoods we work in.

Langworthy Cornerstone/Chimney Pot Park - This was our original Grow to Learn project aimed at building knowledge and capacity of local people to engage in Green and Grow activity and support the regeneration of Chimney Pot Park.

The group continue to work hard on developing the park into a space people want to use and feel more confident to use. The Green Champions have been busy ensuring the park looks its best at all times - Weeding, tidying, and collaborating with the RHS and Salford City Council in the planning of a bog garden to make the park not only beautiful but a haven for wildlife.

The group have worked with AQA during their corporate volunteering day and the RHS in joining up two existing beds to create one large bed and planting other plants in this space to create more visuals in Chimney Pot Park.



They have been sharing skills by helping out one of the Green Champions conduct his MSc dissertation research. They calculated tree height using formulas and apparatus to help determine carbon storage of the trees and they also discussed wildlife and social events on the park. The Green Champion supported has since received a Merit for his MSc Dissertation work. Due to the weekly presence in the park the group are starting to recruit new members, and it is hoped over the next year

the park will become a place for everyone to enjoy.

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"The parks starting to look great, especially from a year ago"

"it's nice to put my mind to something else"

"I might even come back up on my own later this session has inspired me"

AQA "we have really enjoyed today and are keen to come back"



Headway – Our second Grow to Learn group is based at Headway (Brain Injury Group). The activities and learning delivered at Headway are adapted where needed to support and encourage participation. The participants who engage with Headway do not feel confident to join our outside activities and therefore we try to follow the same themes as the wider green champion activity but is a space the participants feel safe.

Sessions take participants through The Green Champion Handbook and include activities like garden maintenance creating sunflower stakes, topper creation, seed sowing, seed mosaics, recycling and waste and how to keep on top of your garden space adapted to those who may need physical support building wooden scarecrows and crafting beeswax wraps, while environmental puzzles encouraged critical thinking and teamwork. For those on a journey of recovery, these tasks were more than just creative outlets they also encourage individuals to use their gardens and green spaces safely which will engage their senses

"Can we have an instruction sheet? I'm going to try my best with these" "I'm excited to see these grow"

"I really enjoy these sessions, they're something different" "You know the seeds we planted the other week? Well, mine have grown! It is the first thing I've ever grown in 40 years" "I sent a photo of my plant into the group chat"

"Flipping heck some of the solutions are so simple, I hope they work because that would save me a lot of mither"

Street Based Activities – This area of work encourages people to take pride in the local streets where they live. This year the Green Champions have collected just under 250 bags of rubbish from the streets of Charlestown, Kersal, Seedley & Langworthy. They have also reported 19 grot spots where flytipping had taken place to Salford City Council all were cleared and/or further action taken in order to educate and prevent future issues. We have also this year started a biweekly litter pick with students from Albion Academy – The area around the school has been a hotspot for litter and I is hoped that by encouraging the young people to take pride in their neighbourhood the amount of litter will reduce.

"It's amazing how many people don't see the litter in front of their own door,"

"You're doing great, if only everybody did a little bit"

"Wow you've done a good job around here [Langworthy Road] it is spotless"

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Junior Green Champions - This area of the programme works closely with our after school and holiday programme activities. During the family Halloween event conversations included using the pumpkins by



roasting them for soup, using them in curry or leaving them in woodlands for our local wildlife. some even took seeds home to roast to eat or to wash and dry for the planting season next year.

November is the month of National Tree Week so at the Afterschool Club we focused on celebrating trees and using their resources to create artist pieces of work. The children collected leaves on the walk from school to Yogurt Pots and chose the colours, size and textures that they wanted to use. During the walk the children talked about the benefits of walking from school for both health and the environment including: increases physical activity, eliminates emissions that would have been caused by car travel, reducing air pollution and contributing to cleaner air



Junior Green Champions – The Junior Green Champions meet at the after-school club each week and have been following the same themes as the adult green champions.

- a. **Energy saving** – The children used the handbook to think about how their actions at home can help save energy. We asked them, "What happens if you keep opening the fridge?" Some of their answers included: "The light comes on, the bulb breaks, you eat the food." We then guided them to think about what really happens in terms of energy use. They learned that opening the fridge too often lets warm air in, making the fridge work harder to stay cold. This uses more electricity, wastes energy, and increases electricity bills. To save energy, we discussed helpful tips such as:
 - Keeping the fridge door closed as much as possible.
 - Deciding what to take out before opening the door.
- b. **World Wetlands Day** – The children made seed bombs with seeds native to our local wetlands! Making seed balls helps to green the planet, restore ecosystems, and encourage a more sustainable, hands-on approach to caring for nature.

"Yay I can't wait to grow fruit and flowers!"

"My mum will love these - she is the flower queen"



- c. **Recycling** - The children supported a litter picking to celebrate the Great British Spring Clean where we were positively greeted my members of the public for their hard work! We also focussed on garden planning and clearance for their own garden space so they can take pride and ownership of their own area in the upcoming months.

"You guys do a good job saving the universe" – Local resident

"Yay let's get in teams and see how much litter we can all find!"

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Annual Neighbourhood questionnaire - Each year since 2014 we have used a neighbourhood questionnaire to seek views of how local people feel about where they live. We have used a variety of methods to collect responses initially in person, during covid only online and since covid a mix of online and in person.

Between October and December 2024, a total of 243 questionnaires were completed - 176 from the Charlestown, Kersal, (88), Seedley and Langworthy (88).

Demographics

Under 17	18-24 years	25-34 years	35-44 years	45-54 years	55-64 years	65-74 years	75-89 years	Over 90 years
7	6	31	34	32	30	27	5	3
Female						113		
Male						57		
Other/prefer to self-describe						1		
Prefer not to say						2		
We do not ask the same people each year so this cannot be counted as formal evaluation.								

Results

- **63%** of those asked report having active or ongoing involvement in their community increase from 30% (2023)
- **68%** of those asked are trying new activities or learning new skills increase from 51% (2023)
- **39%** of those asked stated they had regular contact with different people in the local area a decrease from 41% (2023)
- **59%** of those asked stated they felt safe or mostly safe in their neighbourhood a decrease from 64% (2023)
- **61%** of those asked stated their lifestyle is healthy or they try to make healthy choices most of the time a decrease from 73% (2023)
- **74%** of those asked stated they are making green choices a decrease from 81% (2023)

We have already started to map what we can do to try and improve the data for 2025 including:

Theme	Actions
Feeling Safe	• Neighbourhood Resilience Meeting: Present these findings at the Neighbourhood Resilience Meetings to collaboratively explore strategies for improving safety • Cuppa with a copper: meet the Neighbourhood PCSO , have a cuppa and a chat, voice concerns, get free advice on crime prevention and information on how to keep safe when out in the community.
Healthy Lifestyles	• Targeted Learning Green Champions Handbook: We will target improvements in healthy living using learning from the Green Champion Handbook, focusing on : Wellbeing and active lifestyles. • Nutrition & Hydration look how to spot the signs of malnutrition, and share tips and advice on nutritional intake and staying hydrated
Being Green	• Targeted Learning: behaviours such as recycling, energy reduction, and

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	sustainable transport. Sharing learning through monthly meet ups and peer support. • Skill Development: Continue to offer our learning and volunteering opportunities
<i>These results will now provide a base line for our Neighbourhood Development worker in their work plan to enable them progression on areas of work</i>	

Age Well - In January 2023 we started the delivery of the five-year contract for Age Well, funded by Salford City Council and delivered in partnership with Age UK Salford and Salford CVS. We are now in year three of the programme and have started to spend time reflecting of what has been achieved and how we might deliver the work over the final phase of the contract.

Age Friendly Salford- Who are we

- Established in 2014 as part of Salford programme to look at how best to support older people to age well – (Integrated Care)
- Recognised in 2015 by the World Health Organisation - Salford is an Age Friendly City [Salford - Age-Friendly World \(who.int\)](#)
- Contract issued by Salford City Council in January 2023 for five years to delivery age well programme of work across Salford [Age Friendly Salford](#)
- Programme uses the WHO framework but reflects this across four visions created by Salford older people



The current delivery model is offered on a rolling programme which is promoted through our Age Friendly Salford website [Community Activities | Age Friendly Salford](#) and we have a weekly newsletter which individuals can subscribe to, currently subscriptions are around 900 individuals.

- **Check and Chat** – Individual telephone conversation using the five ways to wellbeing
- **Brew and Chat and Walk and Talk** – Group conversation activity using the five ways to wellbeing delivered both in community venues and local public green spaces
- **Tech and Tea** – Low level digital skills programme delivered over five weeks
- **Information/advice and guidance** – Both individual and group sessions to support older people access support and financial resources they may be entitled to.
- **Age Friendly Standards** – Assessment tool carried out by older people to recognise places and spaces within neighbourhoods which are age friendly
- **Community learning** – programme of learning: **wellbeing conversation, falls prevention, eating well, breathe easy, frailty and scams awareness**. Delivered to those who support older people as well as older people themselves.

During the period January – December 2024 the programme

- Engaged with an average of 310 older participants each quarter across the variety of activities on offer
- Delivered learning sessions to 220 participants – both those who support older people and older people themselves.
- Our Wellbeing Champions completed over a thousand hours of volunteer time
- Supported 104 individuals with over 300 hours of check and chat calls
- Website received 25,000 individual page views (Sept 23 – Sept 24)

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In late December 2023, MJ reached out to Age Friendly Salford, interested in joining our Tech & Tea course. She shared that she wasn’t confident browsing the internet, as her daughter had previously helped her with it. After a falling out with her daughter, MJ was left without support and hadn’t had the chance to learn these skills herself. During our call, MJ also mentioned that she didn’t have internet access at home and was concerned that this might limit her benefit from the course. We assured her that she could still gain valuable skills by using public Wi-Fi and offered to help explore options for setting up home internet.

MJ joined a Tech & Tea group in January 2024 and quickly found the course helpful, particularly with internet browsing, which she had worried about managing independently. She gradually became more confident online, though she still found it a bit nerve-wracking.

When MJ attended her first Tech & Tea session, she said she had been thinking about getting Wi-Fi at home to help her stay connected with family and friends and access information independently. After discussing her financial situation, she shared that she was receiving housing benefits but no other support. She was open to exploring affordable internet options and indicated she could budget up to £25 per month. Based on this, we presented her with three provider options within her price range. With support from our development worker, MJ arranged to have Wi-Fi installed at home at a reasonable rate, allowing her to use her tablet for internet searches, problem-solving, and online shopping—the primary reasons she’d wanted to join.

We caught up with MJ in November 2024 to see how she was getting on with her tablet. MJ said *"It’s been great, I have reconnected with old friends over Facebook and I’ve found information about local groups. I even used a YouTube video to learn how to set up my Wi-Fi at home!"* Now, MJ feels much more confident than when she started and uses her tablet daily, enjoying her new skills and independence.

City and neighbourhood priorities

Segments of Population Health:

- Children’s Health
- Mental Health
- Sexual Health
- Healthy Ageing
- Creative Health
- Healthy Lifestyles

Neighbourhood priorities:

- Community: Cost of Living Crisis, Health of diverse communities
- Early help for families: Family Hubs and Start for Life Programme
- Education: Reducing school absence, Work and Skills
- Primary Care: Long term conditions, Screening and Immunisation uptake, Healthy Living Pharmacies

Whilst the programme has achieved some very positive outcomes for older people across Salford, we felt the time was right to review our learning and explore a different approach to ensure we are reaching as many older people as possible. Through the pilot Greater Manchester Ageing in Place (AIIP) work we had been delivering in one neighbourhood of Salford we recognised that our current model was based on activities delivered in neighbourhoods. The learning from AIIP has encouraged our think to ***Shift from an activity focused model delivered in neighbourhoods to an evidence - based Neighbourhood model which listens to and reflects the aspirations of older people aging well.*** This approach also aligns with the approach being adopted across Greater Manchester to engage with how people live healthy, happy lives of all ages and what the priorities are for people in the neighbourhoods they live.

Spotlight on our Neighbourhood Approach engagement activities - We selected two neighbourhoods where significant AFS activities have been delivered over the past two years—Eccles, Barton & Winton, and Swinton & Pendlebury. Additionally, we also chose Little Hulton & Walkden, where we have a smaller footprint and needed to conduct a preliminary mapping exercise before starting the engagement work; in the first three months of 2025, we engaged with 53 groups and over 246 people. Our focus was on mapping spaces that deliver services such as doctors, dentists, schools, gateways, family hubs, libraries, and VCSE sector-run spaces. We found an adequate distribution of schools, doctors, and dentists, but noted disparities in leisure facilities and community spaces, for example, Walkden has more accessible green spaces and leisure facilities compared to Little Hulton.

Older residents can get involved in two ways. By attending one or more of the monthly engagement sessions which are being held in each of the three neighbourhoods until the end of August or by completing a questionnaire.

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Summary of the findings from the questionnaires (Jan – March 2025):– The format of the questionnaire reflects the same questions as used in our annual neighbourhood questionnaire. This will in time provide some valuable insight as to how older people feel about their own neighbourhoods.

- **Safety:** Many respondents mentioned feeling mostly safe in their local area, though some expressed concerns about specific places or times of day.
- **Community Engagement:** There is a desire to meet more people locally, but some respondents are unsure how to go about it. Regular contact with people similar to themselves was common.
- **Learning and Activities:** While some respondents are actively learning and enjoying new activities, others are curious but unsure where to start.
- **Green Choices:** Many respondents are making green choices in various areas, but acknowledge they could do more.
- **Health and Wellbeing:** Respondents generally try to make healthy choices but find it challenging. Concerns about accessing resources for physical and mental health were common.
- **Social Isolation:** Some respondents feel socially isolated and find it difficult to access leisure activities.

Marketing and Communications – As a Charity we have recognised for some time that we need to embrace the digital and social media agenda to promote our work to as wide an audience as possible. In 2022 we worked with Salford University to develop a Digital Maturity Plan. Since this time, we have been working through the areas highlighted:

- This year we worked on our Marketing and Communications. Work has included refresh of our web presence, and a new approach was developed.
- Overarching site for Inspiring Communities Together and sub sites for Yogurt Pots [Yogurt Pots](#), Age Friendly Salford [Age Friendly Salford](#) and Inspiring Housing Community Land Trust inspiringhousing.co.uk

To support a coordinated approach for marketing we have split the approach into

- **Program of annual campaigns** – bringing together work across the different programmes to share one message
- **Communication opportunities** – One off pieces of work which reflect a particular program and does not fit with the annual campaigns.

Overall, our average engagement rate is 4.25%, which is considered good since the recommended average is between 1% and 5%. This means that 4.25% of our followers are interacting with our content across all social media platforms. We expect this rate to increase over time as our follower count grows

External Funded work - We continue to explore wider opportunities for funding to support the work we deliver and enhance the Annuity for both CHALK and SALT.

During 2024/2025 we have secured the following funding alongside the Annuities and income generated from nursery provision resulting in an income of around £700,000.

Work has now started to explore opportunities for 25/26. We have already secured HAF funding for another year and are working with Salford CVS and the wider Wellbeing Matters parentship to secure funding for Wellbeing Matters for a further year until March 2026 (current extension is until June 2025).

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Funding source	Funding for	Amount
East Salford Devolved Budget	Purchase of Potting Shed	£500.00 one off payment
HAF – Holiday hunger	School holiday provision	£9,250 (2,312 per qtr) (secured again for 25/26)
Wellbeing Matters	Social prescribing	£47,647 (11,911 per qtr) (until June 2025)
GMCA community grant	Learning for work, learning for life	£43,975 (10,903 per qtr) (until March 2025 – bid submitted to extend for 25/26)
Salford Public Health	Age Friendly Salford	£344,267 (86,606 per qtr) (year 2 delivery Jan – Dec 24)
GMCA	Ageing in Place	£38,000 a year (Until Sept 2025)
Salford Integrated Care	Green Champions	£23,285.28 (Dec 24 – Nov 25)

Reserves policy

The Board have reviewed their current reserve policy and based on our financial history feel it is now in a position to define the level of reserves at six months deliver rather than nine months. Our overall policy is to maintain a sufficient level of reserves to enable usual activities should a shortfall in income occur. Based on our current delivery model outlined the amount of reserve equates to:

- **£240,000** to cover six months delivery at the current levels
- £20,000 based on the cost of developing a new project idea from concept to creating a model which can be scaled up and sold (this is based on a six-month test phase).
- £10,000 Relocation costs based on the need to move all the equipment and purchase items currently part of the building we are located in

The current cost to ensure ICT has enough funds set aside to achieve the reserve policy agreed by the Trustees is now set at **£270,000.**

As at the end of this financial year the total reserves are £754,360 of which

- £323,420 are restricted by the funder.
- £nil are designated for specific purpose
- £25,551 are the value of the fixed assets leaving £405,389 as general unrestricted funds.

The Board have allocated funds in a CAF Deposit account with a view to meeting the reserve requirements. As of 1st March 2025 **£116,401**, is held in this account and a further **£225,852** held in a Hargreaves Landsdown portfolio giving a current total of **£342,254**. This is enough to cover at least six months delivery.

Investment policy

Based on the approach set out above the Board of Trustees have considered how any surplus funds should be invested to ensure they are meeting their agreed aims of ensuring the reserve funds are protected but accessible if required as we currently hold limited surplus income other than our reserves.

During 2024 the board took the decision to invest in Inspiring Housing CLT and have allocated £350,000 of funds as a loan against 2 properties to be purchased by Inspiring Housing CLT during 2025. The loan will be paid back on monthly terms over the next 25 years. This approach will reduce the amount of

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funds held both in the current account and investment accounts with the majority of the funds coming from the investments held in CAF and Hargreaves Landsdown.

Surplus funds apart from operating funding which are held in Co-op Bank all unrestricted funds are held in investments as set out in Inspiring Communities Together investment policy

Conclusions and Future Planning

As set out above this has been a transition period for Inspiring Communities Together. Bernadette Elder CEO of Inspiring Communities Together for 12 years will from 1st April 2025 take up the role of Executive Director for Inspiring Housing CLT. Jayne Allison has been appointed as the new CEO for Inspiring Communities Together. The two leaders will continue to work together ensuring the values and principles of both organisations are aligned and where possible the services they deliver complement each other.

At the start of 2025 Inspiring Housing CLT became the first community led housing organisation in Greater Manchester to successfully achieved Registered Provider (RP) status and will now start to implement plans to bring more affordable homes to the area and continue their own journey as a separate board led organisation.

As we approach 2025-2026, we reflect on our achievements of 24/25 while acknowledging the evolving landscape of challenges and opportunities ahead:

Several of our funding streams are being reviewed in 2025, with uncertainty around renewal for some key programmes requiring proactive diversification of our income sources.

Following the recent changes in government, we are carefully monitoring policy developments that may impact our service delivery models and funding opportunities, while ensuring our core community services remain resilient.

Looking ahead to ensure sustainability our future offer will focus on:

Children and families programme –

- Expanding our intergenerational programmes connecting children with older adults:
- Enhancing support networks for families with children who have Special Educational Needs and Disabilities
- Deepening our engagement with Salford's Child Friendly City agenda
- Developing more outdoor and nature-based wellbeing activities for community members

People and Place –

- We are transitioning our People and Place development workers to more generic neighbourhood roles, supporting both learning and environmental priorities, reflecting the live well neighbourhood agenda being developed at both GM and Salford level.
- We continue supporting Salford Council priorities through regular participation in area resilience meetings, including our involvement in the '5 streets' project in Kersal addressing long-term neighbourhood issues through collaborative initiatives.
- Our partnerships remain strong with Salford City Council's Skills and Work Team to provide digital skills support and placement opportunities for local people seeking employment, and with

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Manchester University to provide quality placement opportunities for Social Work students, helping them develop knowledge and skills of the voluntary sector in supporting their chosen profession.

- As a key partner in the Wellbeing Matters city wide Social prescribing programme we continue to develop relationships with clinical practitioners in Swinton where our community connector delivers the programme.

Age Well –

- The Age Well programme will continue moving into year three delivery of the five-year contract. The Age in Place pilot work with Greater Manchester (GM) is due to end in September 2025, however conversations are starting to take place to explore a further GM ageing programme. The frailty work started in January 2025 and currently is contracted until December 2025.

Staffing –

- We continue addressing some staffing challenges through innovative funding models while building on our commitment to local employment through Greater Manchester's Good Employment Charter and maintaining our status as a living wage employer. We have invested in recruiting local people to deliver our programme of work – 15 staff are currently employed with 10 residing within CHALK & Seedley and Langworthy areas.

Structure, governance and management

The Board remains committed to prudent financial management and long-term planning. Our four-year Strategic Plan has set clear priorities and metrics for success, ensuring we continue to deliver meaningful impact while building organisational resilience through 2030 and beyond.

The trustees are responsible for the strategic management and direction of the organisation. The day-to-day management is delegated to the Chief Executive. Board meetings are now held 6 times a year (5 plus AGM) and sub- committees and task groups meet as necessary. No subcommittee or task groups met during 2024/25.

The organisation is made up of Elected and Nominated Trustees who are nominated by the named organisations as set out within the constitution – currently: Salford City Council and Salford University.

The AGM for 2024/2025 will take place in September 2025. A resolution was presented to the membership at the last AGM – September 2024 to amend the constitution from an open membership to a Trustee only membership. The members approved the decision, and an amended constitution was submitted and approved by the Charity Commission.

All Trustees are inducted by the Chair and Chief Executive and are provided with a Trustee Manual outlining their roles and responsibilities. Trustees complete a skills audit and are given opportunities for training. The trustees also complete a bi-annual self-assessment tool (VIP dial). As part of the ongoing review of governance all Trustees will also now receive an informal 1-1 session with the Chair each year to discuss their performance.

The Charity is affiliated to the following organisations that provide advice, guidance and support:

- Salford Community and Voluntary Services (Salford CVS)
- National Council for Voluntary Organisations (NCVO)
- Locality

Inspiring Communities Together

Trustees' annual report

for the year ended 31 March 2025

The organisation is a charitable incorporated organisation, registered as a charity on 14th May 2014 in England and Wales.

The charity is constituted under a constitution 14th May 2014. The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity. The liability of the trustees in respect of the guarantee is limited to £10 each.

The Charity Trustees have had due regard to the Charity Commission's guidance on public benefit

During 2015/16 it was agreed by the Trustees to remove the financial benefit made to the Chair although the right to make payments to Trustees remains within the constitution. Currently all trustees give their time voluntarily. The Chair however receives a benefit in kind as their own Charities operate from the office space of ICT. Any expenses reclaimed from the charity are set out in note 10 to the accounts.

Related parties and relationships with other organisations

The Board of Trustees role is to ensure a benefit to the community of Greater Manchester and neighbourhood districts. To enable this to happen Trustees are actively encouraged to have a relationship with other organisations operating within the neighbourhoods.

- Some trustees are local residents and may from time-to-time benefit from activity we deliver.
- Some may have key roles including board membership of other groups and charities within the neighbourhoods we deliver who may benefit from the work being carried out by Inspiring Communities Together including staff time and resources provided by the organisation other than financial.
- A Local councillor is allocated a position on the Board of Inspiring Communities Together as the nominated Trustee for Salford City Council. This may from time to time bring into conflict their role within the as a Trustee of ICT and their work within the neighbourhood and Salford City Council. A clear conflict of interest policy has been developed and all Trustees have signed their commitment to this way of working.

A register of interests is held, and conflicts of interest are a standard agenda item at all board meetings.

Remuneration policy for key management personnel

The pay of the senior staff is reviewed annually through the appointments and remuneration subgroup. As a small Charity the Trustees have taken the decision to benchmark against pay levels set by NJC to reward employees fairly and recognise the diverse needs of the workforce alongside attracting, retaining and training people with the skills needed for the future.

The Board took the decision to become a living wage employer and so all staff salaries have continued to be reviewed to reflect this.

Risk management

The trustees have a risk management strategy which comprises:

- an annual review of the principal risks and uncertainties that the charity faces

Inspiring Communities Together
Trustees' annual report
for the year ended 31 March 2025

- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review
- implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The trustees have assessed the major risks to which the charity is exposed, in particular those relating to the operations and finance of the Charity and are satisfied that systems are in place to mitigate their exposure to major risk.

Inspiring Communities Together
Trustees' annual report
for the year ended 31 March 2025

Statement of responsibilities of the trustees

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which 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 period. 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
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The trustees' annual report has been approved by the trustees on 17/09/2025 and signed on their behalf by

Mike Duddy
Chair

Independent examiner's report
to the trustees of
Inspiring Communities Together

I report to the charity trustees on my examination of the accounts of the company for the year ended 31st March 2025 which are set out on pages 29 to 49.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the company 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 your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company'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 company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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 accounts to be reached.

Jennifer Daniel FCCA DChA
Slade & Cooper Limited
Beehive Mill, Jersey Street, Manchester, M4 6JG
Date 21/11/2025

Inspiring Communities Together
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2025

	Note	Unrestricted funds £	Restricted funds £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies	3	485	-	485	20,366
Charitable activities:	4	104,119	599,391	703,510	693,456
Investments	5	14,519	-	14,519	7,776
Total income		119,123	599,391	718,514	721,598
Expenditure on:					
Charitable activities:	6	174,960	555,358	730,318	644,282
Total expenditure		174,960	555,358	730,318	644,282
Net income/(expenditure) before net gains/(losses) on investments		(55,837)	44,033	(11,804)	77,316
Realised gains/(losses) on investments		-	-	-	-
Unrealised gains/(losses) on investments		7,186	-	7,186	(4,763)
Net income/(expenditure) for the year	8	(48,651)	44,033	(4,618)	72,553
Transfer between funds		(49,591)	49,591	-	-
Net movement in funds for the year		(98,242)	93,624	(4,618)	72,553
Reconciliation of funds					
Total funds brought forward		529,182	229,796	758,978	686,425
Total funds carried forward		430,940	323,420	754,360	758,978

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.
Comparative SOFA is on page 33 of the accounts.

Inspiring Communities Together
Balance sheet as at 31 March 2025

	Note	2025	2024
		£	£
Fixed assets			
Tangible assets	14	25,551	30,237
Investments	15	342,254	321,868
Total fixed assets		367,805	352,105
Current assets			
Debtors	16	50,482	55,542
Cash at bank and in hand	17	354,438	399,961
Total current assets		404,920	455,503
Liabilities			
Creditors: amounts falling due in less than one year	18	(18,365)	(48,630)
Net current assets		386,555	406,873
Total assets less current liabilities		754,360	758,978
Net assets		754,360	758,978
The funds of the charity:			
Restricted income funds	19	323,420	229,796
Unrestricted income funds	20	430,940	529,182
Total charity funds		754,360	758,978

The notes on pages 32 to 49 form part of these accounts.

Approved by the trustees on 17/09/2025 and signed on their behalf by:

Mike Duddy (Chair & acting treasurer)

Ruth Potts (trustee)

Inspiring Communities Together
Statement of Cash Flows
for the year ending 31 March 2025

	Note	2025 £	2024 £
Cash provided by/(used in) operating activities	22	(46,842)	73,888
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		14,519	7,776
Purchase of tangible fixed assets		-	(1,194)
Proceeds from sale of investments		1,250	-
Management costs in investments		-	-
Purchase of investments		-	(7,499)
Cash provided by/(used in) investing activities		15,769	(917)
Increase/(decrease) in cash and cash equivalents in the year		(31,073)	72,971
Cash and cash equivalents at the beginning of the year		399,961	326,990
Cash and cash equivalents at the end of the year		368,888	399,961
Represented in the balance sheet by:			
Cash at bank and in hand		354,438	399,961
Cash held by investment broker		-	-
		354,438	399,961

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following 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) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Inspiring Communities Together meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

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

The trustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025 (continued)

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

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

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025 (continued)

f Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity’s work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of projects undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 6.

i Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated

Outdoor equipment	10%
Computer equipment	33%

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025 (continued)

j Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

k Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025 (continued)

o Pensions

Employees of the charity are entitled to join a defined contribution ‘money purchase’ scheme. The charity’s contribution is restricted to the contributions disclosed in note 11. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included in note 8.

The money purchase plan is managed by NEST and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee’s normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 0.3% and this is deducted from the investment fund annually. The trust has no liability beyond making its contributions and paying across the deductions for the employee’s contributions. There were no contributions outstanding at the year-end.

2 Legal status of the charity

The charity is a charitable incorporated organisation, registered as a charity in England & Wales.

3 Income from donations and legacies

Current reporting period	Unrestricted £	Restricted £	Total 2025 £
Donations	485	-	485
Total	485	-	485
<i>Previous reporting period</i>	<i>Unrestricted £</i>	<i>Restricted £</i>	<i>Total 2024 £</i>
<i>Donations</i>	20,366	-	20,366
Total	20,366	-	20,366

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025 (continued)

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2025 £
Community Support and Development			
Childcare	104,077	-	104,077
GMCA	-	49,005	49,005
Salford City Council-Age Friendly	-	344,843	344,843
Salford City Council-Annuity	-	90,000	90,000
Salford City Council-Langworthy	-	2,738	2,738
Salford CVS-Impact Fund	-	23,285	23,285
Social Prescribing	-	49,503	49,503
Tech and Tea	-	5,220	5,220
University of Salford	-	5,152	5,152
Workers' Educational Association	-	26,385	26,385
Other income	42	3,260	3,302
Total	104,119	599,391	703,510
Previous reporting period	Unrestricted £	Restricted £	Total 2024 £
Community Support and Development			
Childcare	113,252	-	113,252
DWP	-	2,832	2,832
GMCA	-	34,918	34,918
Langworthy	-	2,756	2,756
Salford City Council-Age Friendly	-	338,805	338,805
Salford City Council-Annuity	-	90,000	90,000
Salford City Council-Kickstart	-	1,009	1,009
Salford City Council-Langworthy	-	8,250	8,250
Salford CVS-Age Friendly	-	7,746	7,746
Social Prescribing	-	48,727	48,727
Tech and Tea	-	3,749	3,749
Trafford General Hospital	-	12,545	12,545
University of Salford	-	6,198	6,198
Workers' Educational Association	-	17,590	17,590
Other income	4,362	717	5,079
Total	117,614	575,842	693,456

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025 (continued)

5 Investment income	Current reporting period		
	Unrestricted £	Restricted £	2025 £
Income from bank deposits	6,668	-	6,668
Dividends received	7,851	-	7,851
	14,519	-	14,519

In the current year, part of the investment income has been reported on a net basis, due to changes in the reporting format provided by one of the investment platforms (Flagstone) partway through the year. As a result, it is no longer possible to separately identify gross interest income and associated investment management fees for the full period. The fees are not considered material and have therefore not been disclosed separately.

Previous reporting period			
	Unrestricted £	Restricted £	2024 £
Income from bank deposits	666	-	666
Dividends received	7,110	-	7,110
	7,776	-	7,776

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025 (continued)

6 Analysis of expenditure on charitable activities

Current reporting period	Total 2025 £	Total 2024
Staff costs	437,609	398,079
Project Costs	115,504	138,041
Training	1,236	4,732
Marketing	3,620	2,360
Premises	19,000	19,000
Running costs	75,337	52,746
Meetings & Events	1,454	577
Insurance	7,948	4,702
Equipment	40,508	5,131
Depreciation	4,686	4,687
Community Activities	13,120	8,241
Governance costs (see note 7)	10,296	5,986
	730,318	644,282
	2025	2024
	£	£
Restricted expenditure	555,358	503,439
Unrestricted expenditure	174,960	140,843
	730,318	644,282

7 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Governance £	Total 2025 £
Accountancy services	Governance	7,158	7,158
Legal and professional	Governance	3,138	3,138
		10,296	10,296
Previous reporting period	Basis of apportionment	Governance £	Total 2024 £
Accountancy services	Governance	5,986	5,986
		5,986	5,986

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025 (continued)

8 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2025	2024
	£	£
Depreciation	4,686	4,687
Independent examiner's remuneration:		
accountancy fees	1,875	1,953
bookkeeping fees	3,864	2,373
Independent examiner's fee	520	662

9 Staff costs

Staff costs during the year were as follows:

	2025	2024
	£	£
Wages and salaries	387,935	361,929
Social security costs	32,829	27,892
Pension costs	16,845	8,258
	437,609	398,079

No employees has employee benefits in excess of £60,000 (2024: Nil).

The average number of staff employed during the period was 17 (2024: 19).

The average full time equivalent number of staff employed during the period was 16 (2024: 14).

The key management personnel (KMP) comprise the trustees, Chief Executive Officer, Age Well Programme Manager and Child and Families Programme Manager, Marketing and Comms Manager (start date July 2023) and Trainee Programme Manager (People and Place).

The total employee benefits of KMP were £169,249 (2024: £111,260).

10 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or reimbursed expenses during the year (2024: Nil).

No members of the management committee received travel and subsistence expenses during the year. (2024: £nil).

Aggregate donations from related parties, including wholly owed subsidiary Inspiring Housing Community Land Trust, were £nil (2024: £20,366).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2024: nil).

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025 (continued)

11 Related party transactions

The charity has one wholly owned subsidiary:-

- Inspiring Housing Community Land Trust, a community benefit society, registration number 8335R with FCA.

Inspiring Housing Community Land Trust

	2025 £	2024 £
Comprising of the following;		
Assets	565,202	40,127
Liabilities	(1,592)	(6,487)
Share Capital	-	-
Turnover	580,845	38,973
Expenses	50,875	42,142
Profit/(Loss)	529,970	(3,169)

12 Government grants

The government grants recognised in the accounts were as follows:

	2025 £	2024 £
Department for Work and Pensions	-	2,832
Greater Manchester Combined Authority	49,005	34,918
Salford City Council (Annuity)	90,000	90,000
Salford City Council	347,581	348,064
Workers' Educational Association	26,385	17,590
	512,971	493,404

There were no unfulfilled conditions and contingencies against these grants.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025 (continued)

13 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

14 Fixed assets: tangible assets

	Outdoor equipment £	Furniture and Fittings	Computer equipment £	Total £
Cost				
At 1 April 2024	35,478	1,194	2,700	39,372
Additions	-	-	-	-
Disposals	-	-	-	-
At 31 March 2025	35,478	1,194	2,700	39,372
Depreciation				
At 1 April 2024	7,096	239	1,800	9,135
Charge for the year	3,547	239	900	4,686
Disposals	-	-	-	-
At 31 March 2025	10,643	478	2,700	13,821
Net book value				
At 31 March 2025	24,835	716	-	25,551
<i>At 31 March 2024</i>	<i>28,382</i>	<i>955</i>	<i>900</i>	<i>30,237</i>

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025 (continued)

15 Investments

	2025 £	2024 £
Market value at the start of the year	321,868	319,132
Add: additions to investments at cost	14,450	7,499
Disposals at carrying value	(1,250)	-
Add net gain/(loss) on revaluation	7,186	(4,763)
Market value at the end of the year	342,254	321,868
Investments at fair value comprised:		
Equities	341,453	316,637
Fixed Term deposit	-	-
Cash held within the investment portfolio	801	5,231
	342,254	321,868

Investments are classified as Basic Financial Instruments and consist of an investment portfolio, as well as cash deposit notice accounts and fixed-term accounts managed through the Flagstone Investment platform.

16 Debtors

	2025 £	2024 £
Other debtors	43,216	50,258
Prepayments and accrued income	7,020	5,050
Receivable from wholly owed subsidiary	246	234
	50,482	55,542

17 Cash at bank and in hand

	2025 £	2024 £
Cash at bank and on hand	354,438	399,961
	354,438	399,961

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025 (continued)

18 Creditors: amounts falling due within one year

	2025 £	2024 £
Grants received in advance	176	1,574
Other creditors and accruals	10,796	40,876
Taxation and social security costs	7,393	6,180
	<u>18,365</u>	<u>48,630</u>

19 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2025 £
Age Friendly Impact Fund	203,814 -	405,615 23,285	(349,493) -	- -	259,936 23,285
Langworthy Annuity	-	2,738	(14,979)	12,241	-
Learning Programme Salford City Council Annuity	17,590 -	27,015 91,235	(24,398) (128,585)	- 37,350	20,207 -
Social Prescribing	8,392	49,503	(37,903)	-	19,992
Total	<u>229,796</u>	<u>599,391</u>	<u>(555,358)</u>	<u>49,591</u>	<u>323,420</u>

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025 (continued)

19 Analysis of movements in restricted funds (continued)

Previous reporting period	<i>Balance at 1 April 2023</i> £	<i>Income</i> £	<i>Expenditure</i> £	<i>Transfers</i> £	<i>Balance at 31 March 2024</i> £
Age Friendly	35,526	407,414	(319,301)	80,175	203,814
Food Matters	1,704	-	-	(1,704)	-
Kickstart	-	1,009	(4,635)	3,626	-
Langworthy Annuity Learning Programme	-	11,006	(17,557)	6,551	-
Live Well Postcode Lottery	-	17,590	-	-	17,590
Salford City Council	2,659	-	(133)	(2,526)	-
Salford City Council	3,487	-	-	(3,487)	-
Annuity	(47,630)	90,096	(121,857)	79,391	-
Social Prescribing	(379)	48,727	(39,956)	-	8,392
Tech & Tea	56,723	-	-	(56,723)	-
Tech & Tea (participants contribution)	21,806	-	-	(21,806)	-
Wellbeing Stay in Touch	(1,841)	-	-	1,841	-
Total	72,055	575,842	(503,439)	85,338	229,796

Name of restricted fund **Description, nature and purposes of the fund**

Age Friendly – Contract funded by Salford City Council to deliver a preventative programme of activity across Salford which enables people to age well.

Impact Fund – Grant to test the develop of a network of Green Champions who will improve their own knowledge of climate change and engage in small step changes.

Food Matters – Learning programme which supports people to gain knowledge and skills in catering (project now finished)

Kickstart – Government funded scheme to support young people gain short term employment support to enable them to improve their chances of gaining permanent employment

Langworthy Annuity – Funded provided by Salford City Council as a legacy from the regeneration of the neighbourhood to support environmental activities in the area.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025 (continued)

19 *Analysis of movements in restricted funds (continued)*

Name of restricted fund	Description, nature and purposes of the fund
	Learning Programme – Grant funding to deliver a learning programme to support people gain confidence and practical skills to enable them to move into paid work or further learning
	Live well post code lottery – grant to support the delivery of green and grow activity to improve health and wellbeing through environmental projects
	Salford City Council is an annuity which is allocated to be spend on activities in the Charlestown and Lower Kersal Area.
	Social Prescribing is a wellbeing intervention programme delivered in Swinton working with neighbourhood health practitioners
	Tech and tea is low level digital skills programme delivered in Chalk and surrounding districts for older people. Transferred to Age Friendle as no longer a separate project.
	Tech and Tea (participants contribution) – Payment made by participants as a contribution to the cost of a tablet as part of tech and tea programme. Transferred to Age Friendly as no longer a separate project.
	Wellbeing stay in touch – grant to support telephone support provision during covid
	Deficits in restricted funds will be covered by future payments.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025 (continued)

20 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	As at 31 March 2025 £
General fund	519,627	126,309	(174,960)	(40,036)	430,940
Langworthy Donation	9,555	-	-	(9,555)	-
	<u>529,182</u>	<u>126,309</u>	<u>(174,960)</u>	<u>(49,591)</u>	<u>430,940</u>
Previous reporting period	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	As at 31 March 2024 £
General fund	604,815	140,993	(140,843)	(85,338)	519,627
Langworthy Donation	9,555	-	-	-	9,555
	<u>614,370</u>	<u>140,993</u>	<u>(140,843)</u>	<u>(85,338)</u>	<u>529,182</u>

Name of unrestricted fund	Description, nature and purposes of the fund
General fund Transfer to restricted	The free reserves after allowing for all designated funds. In line with our core mission to benefit the residents of Charlestown and Lower Kersal (CHALK) the Annuity is the starting point for this to be achieved. All other unrestricted income will in the first instance be allocated to support our work in CHALK. The remaining unrestricted income will support other project delivery whilst we test new ways of work and also support the commitment to ensure we achieve our reserves requirements.
Langworthy	To complete work in the Seedly and Langworthy Area

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025 (continued)

21 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	25,551	-	-	25,551
Fixed asset investments	342,254	-	-	342,254
Net current assets/(liabilities)	63,135	-	323,420	386,555
Total	430,940	-	323,420	754,360
Previous reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	30,237	-	-	30,237
Fixed asset investments	321,868	-	-	321,868
Net current assets/(liabilities)	167,522	9,555	229,796	406,873
Total	519,627	9,555	229,796	758,978

22 Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net income/(expenditure) for the year	(4,618)	72,553
Adjustments for:		
Depreciation charge	4,686	4,687
(Gains)/losses on investments	(7,186)	4,763
Dividends, interest and rents from investments	(14,519)	(7,776)
Decrease/(increase) in debtors	5,060	(16,550)
Increase/(decrease) in creditors	(30,265)	16,211
Net cash provided by/(used in) operating	(46,842)	73,888

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2025 (continued)

**23 Prior year Statement of Financial Activities
(including Income and Expenditure account)**

	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
Income from:				
Donations and legacies	20,366	-	20,366	8,249
Charitable activities:	117,614	575,842	693,456	552,879
Investments	7,776	-	7,776	1,386
Total income	145,756	575,842	721,598	562,514
Expenditure on:				
Charitable activities:	140,843	503,439	644,282	502,174
Total expenditure	140,843	503,439	644,282	502,174
Net income/(expenditure) before net gains/(losses) on investments	4,913	72,403	77,316	60,340
Realised gains/(losses) on investments	-	-	-	-
Unrealised gains/(losses) on investments	(4,763)	-	(4,763)	-
Net income/(expenditure) for the year	150	72,403	72,553	60,340
Transfer between funds	(85,338)	85,338	-	-
Net movement in funds for the year	(85,188)	157,741	72,553	60,340
Reconciliation of funds				
Total funds brought forward	614,370	72,055	686,425	626,085
Total funds carried forward	529,182	229,796	758,978	686,425

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

INSPIRING COMMUNITIES TOGETHER

England & Wales - Charity number 1157053

Accounts

Charity Number: 1157053

Inspiring Communities Together

Report and financial statements
For the year ended 31 March 2024

Inspiring Communities Together

Reference and administrative information

for the year ended 31 March 2024

Charity number 1157053

Registered office and operational address Innovation Forum, Frederick Road, Salford, M6 6FP

Trustees Trustees who served during the year and up to the date of this report were as follows:

Mike Duddy	Chair, February 2017 – present
Lynne Marsland	Vice Chair, February 2017 – present
Ruth Potts	Secretary, October 2016 – present
James Kariuki	May 2018 - present
Ann-Marie Pickup MBE	October 2015 - present

Key management personnel

Bernadette Elder	Chief Executive
Antonia Dunn	Age Well Programme Manager
Carol Hyde	Child and Families Operations Manager
John Hoey	Marketing and Comms Manager – Start date July 2023
Joanne Inglis	Trainee Programme Manager (People and Place)

Operational:

Keveka Richardson Finance Assistant

Children and Families:

Nadine Murray	Early Years Manager – Resigned November 2023
Dawn Whelan	Early Years Worker
Janine Wallace	Early Years Worker
Claire Clayton	Early Years Worker
Naomi Cassidy	Apprentice Early years practitioner
Julie Kay	Development Worker advice and guidance
Guy Thompson	Community Connector Wellbeing Matters
Tina Tudor	Development Worker advice and guidance and training

People and Place:

Rosie Leonard Start date April 2023

Age well:

Andrea Whelan	Coordinator Age Well
Tori Taylor	Coordinator Age Well – Start date July 2023
John Rutter	Development Worker – Development Worker Age Well
Tonicha Wallace	Development Worker – Development Worker Age Well

Bankers

Cooperative Bank PLC
P.O Box 101, Balloon Street, Manchester, M60 4EP

Inspiring Communities Together
Trustees' annual report
for the year ended 31 March 2024

**Independent
Examiner**

Jennifer Daniel FCCA DChA
Slade & Cooper Limited, Beehive Mill, Jersey St, Manchester, M4 6JG

Inspiring Communities Together
Trustees’ annual report
for the year ended 31 March 2024

The trustees present their report and the unaudited financial statements for the year ended 31st March 2024.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity’s constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

The charity’s principle objectives as set out in the constitution are:-

- To develop the capacity and skills of those who are socially and economically disadvantaged, by working with individuals and groups who live or work within the neighbourhood of Charlestown and Lower Kersal (CHALK) and neighbouring districts
- To work with individuals and groups within these neighbourhoods to help them make a difference locally

Our Visions	
Inspiring Housing	Inspiring Communities Together
Providing housing to create a place where everyone feels they belong	A place where everyone has the opportunity to achieve their full potential and participate in making a positive difference to their neighbourhood.
Our Missions	
Inspiring Housing	Inspiring Communities Together
Providing and managing housing (including social housing) and providing assistance to help house people and associated facilities, amenities and services	We will achieve positive outcomes for local people based on the knowledge understanding and information that the community have about their area, through empowering individuals and groups to release their potential to develop their own solutions
Values	
• We will be accountable to and representative of the local community • We will be innovative and provide value for money in our approach to deliver of everything we do • We will value all volunteers, staff and members of the organisation	
Difference we want to make (Aims)	
 STRENGTHENING LOCAL VOICES  IMPROVING PEOPLES LIVES  CREATING BETTER PLACES TO LIVE	

Measuring out impact

As a neighbourhood-based Charity we recognise the importance of understanding and acting on the voice of those we work for and with. We have now established a model which takes a lifecycle approach to ensure that people age well throughout their lives:

Inspiring Communities Together

Trustees' annual report

for the year ended 31 March 2024

- Supporting our younger members of the neighbourhoods to have the best start in life
- Providing opportunities for people of all ages to develop and grow and ensure that they are equipped to improve and enjoy their own neighbourhoods.
- Continuing to lead on the delivery of Age Friendly Salford ensuring older people have a voice and can stay healthy and wellbeing within their own neighbourhoods.

The delivery plan for 2023/24 builds on this approach alongside ensuring health and wellbeing is key to all we deliver.

Delivery model 2023/24

Children and Families		People & Place	Ageing well
Start Well	Live Well	Age Well	
• Continue to develop our play and stay provision to engage families early • Offer a quality early years provision for local families Maintaining at least good Ofsted rating • Provide affordable after school and holiday programme for working families • Provide Social prescribing provision as part of Wellbeing Matters partnership • Provide advice and guidance support • Increase awareness of benefit entitlements and support	• Work with neighbourhood management teams to offer joined up approach to neighbourhood work • Support local people to be resilience in face of climate emergency, extreme weather and pandemics • Support the regeneration of public green spaces • Work with local people to maintain and use the natural spaces within their neighbourhoods • Offer at least one introduction level post (Apprentice/Trainee role) • Provide quality learning opportunities for both the local community and staff members	• Delivery of the AFS contract across neighbourhoods of Salford • Test neighbourhood working model within one neighbourhood of Salford	
Working Together		Continue to build our partnerships to ensure wider opportunities and resources within neighbourhoods	
Community Led Homes – Inspiring Housing Community Land Trust		Deliver our commitment to take ownership of homes for local people through our Community Led Housing model Achieve RSL registration and develop Inspiring Housing as recognised provider of social housing in Salford	

Structures we engage with

We continue to recognise the importance of engaging with as wider a partnership as possible both to gain knowledge and skills to improve our own delivery but also to share our learning with others. Based on our current programme of work we are engaging with:

National	Greater Manchester	Salford	Neighbourhoods
Social prescribing network	GMCVO GM Ageing Hub	Salford CVS Vocal Leaders	Resilience Forums

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Trustees’ annual report
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Centre for Ageing Ofsted	Greater Manchester Sports	Equalities Board 3 rd Sector Consortium Social prescribing steering group Social Value Alliance	East Salford Community Committee Neighbourhood Management
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Sustaining our programme

The priority for Inspiring Communities Together delivery will remain within Charlestown and Lower Kersal (CHALK) for work funded through the Annuity whilst continuing to seek and secure resource opportunities which build on the learning from this work but may be delivered in different neighbourhoods across Salford or wider Greater Manchester footprint. Currently this includes:

- **Seedley and Langworthy Annuity** - Working in Seedley and Langworthy neighbourhood of Salford - this work is funded via Salford City Council from rent for two shops in Langworthy as part of the legacy agreement with Seedley nd Langworhty Trust and transferred to Inspiring Communities together as part of the merger.
- **Age Friendly Salford** – Working Salford wide to deliver a programme of health and wellbeing activity – this work is funded thorough Salford Public Health as a contract
- **Inspiring Housing** - an independent Community Land Trust, which is a subsidiary of Inspiring Communities Together and provides affordable homes for Salford residents. Profits generated by Inspiring Housing each year are donated to Inspiring Communities for Charitable activities.

Investing in our staff: We continue to support the wellbeing and personal development of our staff, recognising that the majority are also local residents of Salford. This year we carried out a staff survey. Feedback was very positive, however there were some areas which were highlighted

What you said
about working
at Inspiring
Communities
Together

Good place to work

Work is exciting and rewarding

Opportunities to learn and grow

Good team work ethic

Challenging, busy, negative, corporate

Things
you said
we could
improve
on

Office environment – make less clinical

Wellbeing – encourage more staff wellbeing activities – Rag rating does not work for all

Team sharing – Daily huddles

Away Days – more than 2 a year

Line management – Open conversation

Celebration events – Review current model

Inspiring Communities Together

Trustees' annual report

for the year ended 31 March 2024

As we do each year annual appraisals are carried out each year during October and outlined below is the collective feedback

What helps staff	What we need to keep in mind as managers
• 1:1 weekly catch ups with line managers – 53% • 6 weekly 1:1 meetings – 59% • Wellbeing action plans (WAP) – 29% • Peer support from colleagues – 100%	• Not all staff were aware of the wellbeing resources – review and revise the induction pack for new starters • Timetabled Office meetings were missed as a sharing opportunity

As a senior management team we have reflected on all the feedback and are now working with the team to introduce the recommendations including reintroducing monthly team meetings facilitated by a member of the management team but led by staff members.

During this year our Child Care Manager who has worked with us for the past 20 years took the decision to move on and take up an opportunity to establish a new child care provision in a different neighbourhood of Salford – we all wish her well in her new adventure.

Three new members of staff joined us across our programme of work:

- Marketing and comms – Senior management team
- Development worker - People and Place
- Co-ordinator – Ageing well

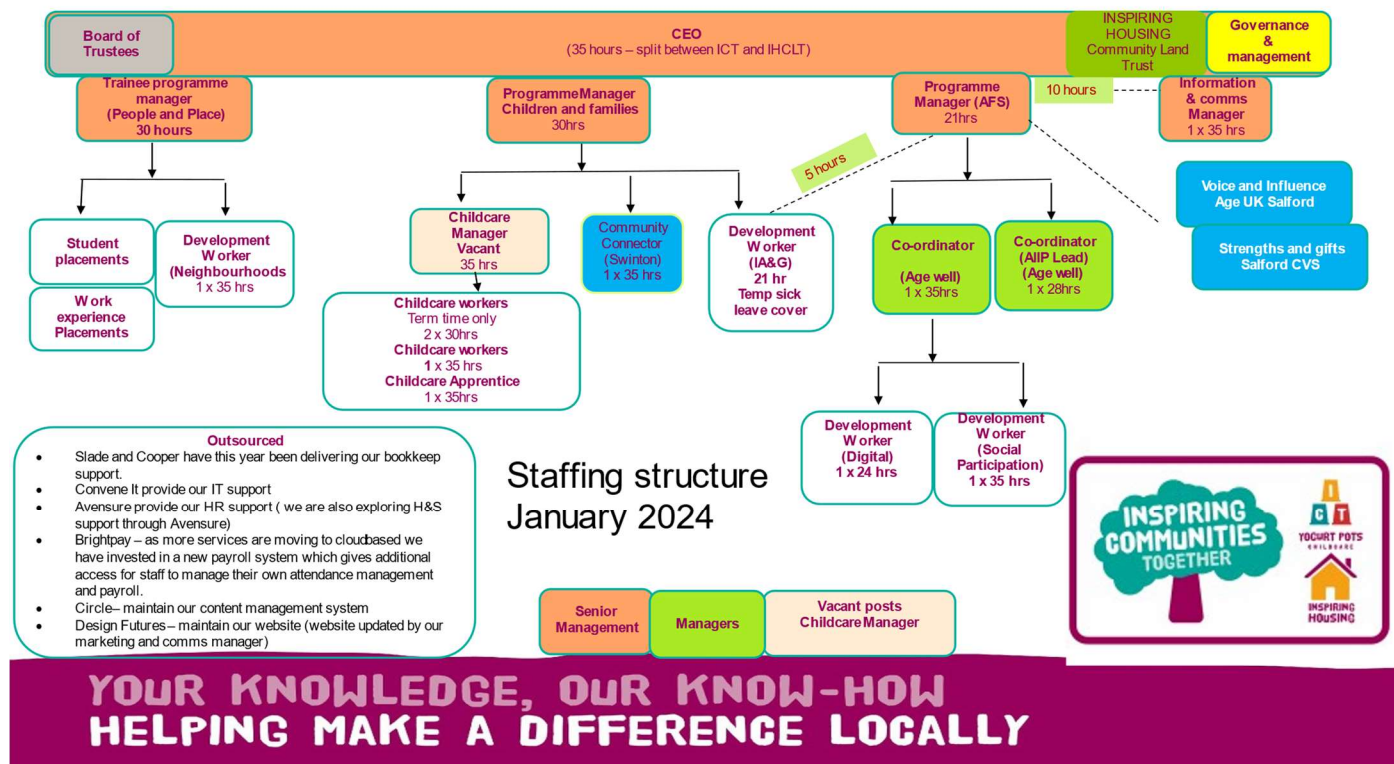
We have also spent time reviewing our operational structures and staffing requirements as we have found it difficult to recruit staff to roles or the number of hours required does not require a staff member. We have now outsourced the following operational roles as an operational decision rather than a stop gap to fill roles we cannot recruit to:

- Slade and Cooper have this year been delivering our bookkeep support.
- Convene IT provide our IT support
- Avensure provide our HR support (we are also exploring H&S support through Avensure)
- Brightpay – as more services are moving to cloud based we have invested in a new payroll system which gives additional access for staff to manage their own attendance management and payroll.
- Circle – maintain our content management system
- Design Futures – maintain our website (website updated by our marketing and comms manager)

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This model of working is providing a quality standard of back office provision without the need to recruit a number of different staff and enables the staff employed to carry out their delivery roles and managers to manage administrative roles more effectively.

Placements – we have spent time reviewing our placement offer and now-

- Work with universities to provide student social work placements – feed back from both students and the university has been very positive and enables students to gain an holistic person centred view of wellbeing
- Work with Salford City Council to provide placement opportunities for people looking for employment or in low paid employment and looking for a new role. Our offer is based on an eight week placement starting with two weeks of learning and six weeks practical learning in child care, admin, marketing and comms or environmental projects. From testing this approach we have now been successful in securing funding to deliver the model for the next financial year.

Our approach to digital first

In 2001/2022 we worked with Salford University to explore how digitally mature we were as an organisation. During 2022/23 we have focused on Communications and Campaigns (scored 29% on our digital maturity matrix)

Our new Marketing and Comms Manager started work in July 2023 and has been working through the key areas highlighted including:

- increasing our social media presence.

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- Updating our website – we are currently in the process of working with Designfutures to create a new website for Inspiring Communities Together recognising the core work we deliver and how people access information on our child care offer and the relationship between Inspiring Housing Community Land Trust and Inspiring Communities Together. It is expected that the new website will be ready later in 2024.
- During 2023/24 we have spent time developing a link between national campaigns and the work we deliver locally. This approach will provide opportunities for us to connect with a wider audience and connect our programmes of work

Our programme of activity

Set out below is the programme of work delivered by Inspiring Communities Together during 2023/2024:

Children and Families - Provide excellent quality child care provision in CHALK: *Early years, Afterschool clubs and holiday provision*

We have continued to develop our Children and Families offer which is now a key element of our support for families in Charlestown and Lower Kersal providing:

- **Play and stay** – supporting families with pre-school children
- **Early years** – funded and low cost for families with children aged 2-3 years of age
- **After school provision** – low cost provision for children attending Lower Kersal and St Pauls primary schools
- **Holiday club provision** – low cost holiday provision to enable working parents to remain in work
- **Family holiday activity** – free activities to support low income families during school holidays
- **Advice and guidance support**
- **Wellbeing Matters Community Connector**

In 2011 the Charity took on the management of Yogurt Pots early years provision as part of our commitment to sustain local provision which had been funded through the Annuity. Over the past few years we have continued to develop this provision and now provide support for families and children including Play and Stay, Early years including funded places, affordable after school and holiday club provision, free family holiday activities. We recognise that families may also be struggling for a variety of reasons and therefore we now offer a free advice and guidance provision, supporting families early to manage the challenges they may be facing.

Stay & Play - We have engaged with 41 families since starting the sessions in 2023



We continue to see regular attendance from a core group of families and others who attend when they can as well as new families continuing to join the Monday morning sessions.

We have starting to see more dads bringing their children, developing their



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confidence mixing in social situations and being involved in craft/messy play activities.

We also have two local childminders who come along as it is a good social time for both themselves and children as it enables them to engage with other adults/families.

Two children who attended these sessions started in our nursery in January 2024, one will be using their 2 year old funding entitlement, one who is paying for sessions. This is showing a shift in the community makeup as historically we would only have families attending who are accessing funded places.

"Thank you very much for supporting me at a time when I felt isolated and helpless.

***Everybody has really tried to help me at a time when I had no other support
and I will never forget that"***



During this year we have engaged with families from just outside our normal catchment including Prestwich as they have identified there is limited affordable facilities within that area. This is highlighting the impact of the cost of living crisis as historically families from this neighbourhood would not have come down to Kersal to access services

Along-side the play sessions we have introduced some learning opportunities for family members:



- healthy eating
- accessing local green spaces including taking part in the GM walking festival
- held a first aid session delivered by the Red Cross.
- Working with our Age Friendly Digital Team we held a session on "Digital with Children" to give information to families and grandparent's how to have fun and interact with children when using technology, what systems are available and most importantly how to keep children safe.

Early Years - There were 23 children places during this financial year

During the first quarter of the year is a period of planning and supporting the children who will be transitioning into Nursery School, we had 19 children who left in July to start their fulltime school journey. As with every year some children remained with us and we started the recruitment process for new children (Following an open day in July 5 places had been filled with more expected).

During the summer shut down months we have reviewed how we deliver sessions and now encourage families to take up full days rather than half days This provides a better environment for the children and enables the staff team to give more 1-1 support to those children who need a bit of extra support. We have adopted a new approach to children attending the setting and provide a 9.00am – 2.00pm offer. 15 children now attend daily sessions and parents have commented how much better the new hours work, enabling time to drop off school age dropping and times fit with working parents going back to work part time. This year has been one of our best years for recruitment with the majority of the places filled by September when the new term started and we now have a waiting list.

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Whilst we could look to offer a few more places within the setting we are seeing an increase in children with Special Educational Needs (SEND) and currently supporting 5 children in our setting which requires additional support from staff, during a visit from our Community Nursery Nurse she said that we are starting to see a trend from babies born during lockdown coming through needing additional support. Staff having been completing two years old checks with parents which are now being done face to face and we have had some lovely feedback about how happy they are with our provision.

"Thank you for all your hard work, I know my child is safe with you and she is doing really well. She is more confident and her English has improved so much. When we have more children we would like to send them here too"

Personal Story

A family (mum, dad and 2 year old child) moved to England from Hong Kong approximately a year and a half ago and were looking for childcare for their child. English was not the families first language, but both parents were keen to learn, and were determined their son would speak English before he started school nursery the following September 2023

A neighbour recommended Yogurt Pots and within a few weeks of entering the country their child had a nursery place with us accessing the governments two year old funding scheme, which gave the child access to 15 hours of free childcare.

Both parents interacted well, joining in with nursery and family activities. During the child's time at Yogurt Pots we supported him with his English language skills. When the time arrived for the child to transition to school Yogurt Pots staff again provided support to the family to register for a place. The child successfully transitioned to "Big school" and is now attending full time.

The family have been in touch and said they are very grateful for all the help we have given them over the time that their child attended Yogurt Pots especially with encouraging their child's English speaking and how he has grown in confidence.

The family continue to attend our family activities and asked for us to keep them up to date with any other activities that arise.

After School Club – We have 10 on roll from St Pauls and 7 on roll from Lower Kersal

This is an area of delivery which has seen increased growth over the past year, however 2 children have moved out of the area and changed schools so we will need to continue to review this offer to ensure we are reaching as many families as possible. Whilst historically most children came from Lower Kersal Primary School this has declined over this year but more children are attending from St Pauls.

We have had 1 child who used to attend 2 years ago re-joined us as parents circumstances have changed. We are also supporting a looked after child who's place is being funded by the local authorities.

A few years ago we invested consider amount of money on creating an outdoor class room provision. The children now have the opportunity to spend more time outside:

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- Engaging in team games which have included football, hide and seek.
- Engaging in our junior Green Champions programme learning about nature exploring colours textures different species of leaves and taking part in craft activities.
- Under the canopy area the children have been using the blackboard to play games of hangman and also drawing pictures in stages, with other children trying to guess what the finished drawing will be. They have also made a multicultural wreath by drawing around their hands, cutting them out to create a wreath to display in the setting, talking about how we are all different, yet the same!



We constantly look at ways to bring together our teams and through the After School Club we are working with the People and Place Team extending the curriculum for the children to learn about nature, growing and how to look after the community which they live in. Activities have included :- litter picks on Riverbank Park, Creating art out of nature and Planting and growing cress.

Holiday Club – We had an average of 15 children each day with a maximum of 25 children

The government initiative to support families on low income during the school holiday has in Salford been partly administered by Salford CVS in the form of grants and access to free lunch provision. Inspiring Communities were successful in securing funding during 2023/24 and have at the end of this year submitted a successful bid for funding to cover 2024/25 holiday provision.

The funding has provided some income to cover staff costs, the purchase of new resources and opportunities to buy in additional provision the children would not have been able to access without the money.

As with our other programmes of delivery the focus is on health and wellbeing with much of the activity focused on using outside space, both our outside class room and local green public spaces.

Activities included :-



- Sessions with MIFA (Manchester International Football Academy)
- Visit from Curious Critters learning about small animals and habitat
- Sensory walks along the Riverbank
- Green & Grow activities

- Science experiments



- healthy eating and making fruit cocktails and their own fruit salad for snack
- collected natural materials from a walk along the Riverbank to create collages using their own ideas, from pictures of cats to palm trees, and forests, some of which are now on display on the stairwell entrance to the setting



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"I was worried my son might become bored in the setting but there is no chance of that with all the activities put on."

"Money is a bit tight at the moment so free provision has really helped. Having the option of free snack and lunch has been a big help. I felt happy sending my child as they have previously attended the setting and I have been able to work during half term. It has helped my child to socialise with other children"

"I just want to say the staff were fab, Nylah never wanted to go home, when I collected her at 3:30 after work she asked why I had picked her up early and to come back later"

Personal story

My children have used the holiday club provision previously and thoroughly enjoy it, before they have only been for 1 or 2 days at a time because of financial reasons (even though it is great value, it's an extra expense)

My children have attended every-day throughout the Easter holidays with the free scheme in place, this has been a massive help and for myself and my husband, both financially and personally not having to stress/worry about even more budgeting to pay for child care costs and relying on older grandparents to look after them so we can work.

This has been so beneficial to all of us, The weight that has been lifted these two weeks is massive. The children have great days, very well cared for and fed, get to play and socialize and come home with big smiles.....or tears because they don't want to leave.

Thank you to yogurt pots for helping working families!

Family activities – 4 events held

This is an area we are working hard to develop. We recognise that it has not always been easy to encourage families to engage in what we offer, often seeing Nursey as a place to leave children for a few hours. We however recognise that once we can engage with families we can encourage wider engagement in their children's development and give early help, signposting for those who need help.

We continue to try and develop a whole family approach and break down some of the barriers between young and old through intergenerational activity. This year we held an intergenerational garden party to mark the Kings Coronation. This is the second time we have held intergeneration events in the open space of Yogurt Pots and is always great to see the older members of the community mixing with the children.

"I have had a lovely day out, after walking this morning and now coming here, it's a lovely atmosphere and nice to watch the children enjoying themselves, and I have made myself a crown"



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We have held 4 family activities during the Summer using various spaces in the local community which included the studios and cages at the sports village, our outdoor classroom and St Sebastian's Community Centre.

Children and families have engaged in street dance, den making, sports day, fun day with environmental activities and a visit from Circus Frank. The parents were as eager as the children to take part and joined in throughout the sessions, families worked together using some of the resources we had purchased with funding from the Healthy Holidays Fund.



There were opportunities to encourage children to use their own ideas and imagination, communicating and taking on physical challenges. The parents gave lots of praise and encouragement to all the children to develop their confidence along with team building and working together.

"It's been a great morning, doing activities which have brought back old memories, things which I can do at home. My boys and myself have loved it and had so much fun!"

During the winter months Thanks to Tesco who kindly donated pumpkins we were able to hold our annual pumpkin carving event. One family who have twins are home schooled and the parent said how lovely it was to be able to engage and socialise with others, families who have previously attended our stay and play came along bringing friends with them, which in turn is promoting our family activities within the local community. The families saved the pumpkin seeds and were given laminated fact sheets about how to roast the seeds to eat at home!



We also held a festive event at the Sports Village where children from after school club attended along with families. One of our Social Work students had planned craft activities for the families and we provided a small buffet to include different foods which are eaten around the world during the festive period.

" Everything was great I would like to come to more activities like this, for my kids to have fun without a huge cost to me"

"We never tried the pumpkin activity before and we would like to have some fun and family activity during the half term break. It was great and we hope we can join more activities in the coming future"

Personal journey

Individual X started attending stay and play in Summer 2023, during a general conversation we discovered they are a local child minder and attending these sessions was positive for the children but also for themselves as it can be very isolating being at home all day.

During the school holidays they have attended our free family activity events with their grandchild and have also encouraged friends to attend with their children.

Although they currently look after their granddaughter at home they have asked about applying for a nursery place to encourage the child to mix with other children and detach themselves from being with family members and ensure they would then be school ready

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Advice and guidance – 62 people supported

We continue to invest in our own advice and guidance work, this is a part time post (3 days per week) and works across all our programmes and therefore is shared with our Ageing well and social prescribing worker who can refer people into the support ensuring quick access to advice and guidance. Alongside this support the majority of our staff have also completed level 3 advice and guidance qualifications.

Our advice and guidance worker has this year provided the following types of support :

- benefit related
- Housing
- Volunteering
- Debit advice

Personal story

Jane had connected with Inspiring Communities Together as she wished to enrol on a tech and tea course to help with her digital skills. Unfortunately, Jane found that as she is self-employed, she was unable to find the £30.00 needed to purchase the tablet which she needed for the course.

We contacted Jane to see what help and support we could offer and Jane met with our Advice and Guidance Worker who completed an income and expenditure form with Jane and found that she was able to receive some extra support as her income per month was limited and Universal Credit (UC) had closed her claim for the fourth time. She was also referred to the local foodbanks for some immediate help.

We worked with Jane to complete a Personal Independent Payment claim and apply for Salford Assist who supported her with £40 each for gas and electric and £100 for food.

Inspiring Communities together waived the £30.00 for the tablet so Jane could start the teach and tea course

A few weeks later she received notification from UC to say that she had been awarded arrears from 11/11/2023 to 10/5/2023, and was awarded £2139.19, as her accounts had been verified by HMRC.

She now has her council tax paid and has her housing benefits award. She has now claimed Employment Support Allowance as is unable to work.

Since completing the Tech and Tea course and getting the tablet she has attended courses with Carillion doing advanced IT and Maths. She is hoping in the future to gain a career in IT

We remain in contact with Jane for support and checking on her wellbeing. She now has a good group of friends in the local community where she lives who look out for her, has all her arrears cleared, and has her benefits sorted, except for PIP that she is waiting to hear about.

Personal story

CC was struggling financially and with her health. She was not entitled to Pension Credit as her husband gets a small personal pension. She had recently had a couple of operations one involving her heart which was quite a major operation and was also suffering from COPD. She struggled with everyday activities and her daughter helped with the daily tasks such as shopping and housework.

CC contacted us when she saw the contact details at Langworthy Cornerstone where regular IAG drop-

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in sessions are held. After an initial conversation with our advice worker CC was advised to request an Attendance Allowance form and to keep a diary about how her health. We helped CC complete the form. Two months later CC was awarded Attendance Allowance at the lower rate of £68.10 weekly as well as a backdated payment of over £500.

Previously CC's daughter, who works full time and lives more than a hour's drive from her mum's, had been coming down a couple of times a week to clean the house, do the shopping and run her mum to appointments. The Attendance Allowance meant that CC now employs a cleaner once a fortnight and can afford to take taxis to her appointments. She can now spend quality time with daughter rather than her daughter cleaning and running her to appointments.

CC said *"I feel I am more active and can get out more. I've started to meet up with friends again who I'd lost touch with as before I was dependant on my daughter to run me around. I am more independent now."*

CC contacted us again following a short stay in hospital, saying that she didn't feel safe at home when using the bath. We encouraged her to contact Age UK Salford and as a result she has had an occupational health assessment and has had grab rails fitted in the bathroom.



Social Prescribing: We continue to deliver the Wellbeing Matters Social Prescribing programme along with our other Voluntary Sector Partners. During 2023-24 the partnership supported over 5,000 referrals via GPs across Salford.

As can be seen from the demonstrating impact diagram Inspiring Communities Together wider over provides a valuable resource to the Wellbeing Matters programme

"Guy has helped me gain my confidence back which means I am now leaving the house on a regular basis, it is still difficult at times but I can cope with this much better than before."

The focus of Wellbeing Matters is to support health care professional reduce their own waiting lists by providing person centred support to individuals. Inspiring Communities Together provide a Community Connector to work with health professional delivering in Swinton including GP Practices and mental health providers

Set out is the reasons for referrals and the types of support individuals have been referred to

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Reasons for referral



Connections out



People and Place based working

This area of work was on hold for a period of time during 2022 due to staff recruitment issues, however in April 2023 we recruited a new Development Worker and refocused the work for our Trainee Programme Manager to take a lead on the People and Place element of our programme of work as set out below



Our Trainee Programme Manager attends both East Salford and Seedley and Langworthy Resilience Meetings and regular meetings have been set up with the respective neighbourhood managers to ensure joint neighbourhood working. Including regular grot spotting and street checks.

Delivery programme – People and Place	
People	Place
Placements – Supporting people to develop their knowledge of the voluntary sector whilst gaining into work skills and knowledge. Learning – Learning for work/learning for life. Employability skills and confidence building Work experience – Apprenticeship roles both introductory level (2) and next steps to enable staff development (level 3- 5)	Green Champions – the overarching programme delivered through a programme of neighbourhood activities and monthly group meet ups • Green and Grow – Intergenerational activity which takes place at Sports Village, Kersal bringing together community members with children from Yogurt Pots • Grow to Learn – Opportunity to learn more about growing and putting what you learn into practise. Takes place in Cornerstone and Chimney Pot Park • Junior Green Champions – Programme of learning and activities to support children develop their knowledge and take ownership of their own natural environments. • Street based activity – Regular litter picks bringing together communities to improve the place they live or work

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Green Champion engagement:-

41 Adults:- including littler picks, Green and Grow, Grow to Learn and other activities

110 children:- Nursery, After school club and holiday club



Our initial plan was to recruit individuals as Green Champions to support our programme of activity, however we now recognise that people do not wish to commit to a volunteering role but are happy to engage in activities that meet their time commitment and interests.

We have developed our Green Campion programme as the overarching theme with a programme of activities which people can engage with as and when it suits them. Their individual engagement will be captured as we start to measure the behaviour change impact of individuals over 2024/2025,

Green Champions calendar of activities

Day	Venue	Activity	Time
Monday	In person/online please check our website for more details	Monthly Meet up	Check our website and social media for more details
Wednesday	Chimney Pot Park /Cornerstone	Grow to Learn Creating spaces to learn and grow	11am-1pm Weekly no need to book all welcome
Wednesday	Various locations	Neighbourhood activity including Community litter Pick	Please check our website and social media for details
Thursday	Salford Sports Village	Green and Grow intergenerational activity	1pm-3pm weekly no need to book all welcome
Thursday	Salford Sports Village	Jnr green champions	3.00pm – 5.pm Weekly environmental learning and engagement activity (After school club)

Green and Grow (CHALK)

This work has a focus on both the intergenerational activity at Sports Village working with the children who attend Yogurt Pots and older residents who live in Lower Kersal and activity in Riverbank park.



Riverbank Park not only provides a great play space for local families (this was refurbished through funding secured by Inspiring Communities Together a couple of years ago) but also has a small allotment and orchard which has not been maintained for a while. The reintroduction of the allotment is a key priority for 2024 we have now cleared the beds and are in the process of working with partners to gravel the paths in between the beds and replace the large planter so growing can start.

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To support this work we have once again built on our networks and commitment to building relationships with partners resulting in securing resources for the neighbourhood:



- engaging with Remidi (community payback) who are attended weekly green and grow activity.
- building relationships with Travis Perkins who are providing the resources in the park to gravel the paths.
- during volunteer week KeepMoat Homes support a neighbourhood litter pick



The work within the Sports Village allotment was off to a late start with planting as we were clearing the beds and seated planters but they did still manage to grow some crops of Strawberries, Potatoes, Lettice, Carrots, Cabbage and an abundance of Herbs. Wilkos donated Pumpkin seed, Spring bulbs and wild flower seeds whilst Lower Kersal Allotments donated beans, carrots and tomato seeds.

Unfortunately we have not been able to re-stone the paths or upgrade the planter which was due to be carried out through a social value commitment by Travis Perkins due to staff changes but we are still looking for resources to complete this.

We were however successful in securing an small grant from the East Salford Community Committee Devolve Budget for a new potting shed to replace the current green house which is no longer fit for purpose.

Grow to Learn group (Seedley and Langworthy)



The main focus of this area of work is the engagement of local people in Chimney Pot Park. Our initial work involved asking people about what they felt about Chimney Pot Park with people raising concerns about the fear of crime in the space. Our Development Worker has now started to deliver weekly activities in the park resulting in a small group of local residents supporting the project. The volunteers have started clearing beds and sowing seeds as well as planting herbs outside of the cornerstone.



Alongside the Seedley and Langworthy Annuity a small grant was secured to carry out some environmental activity in the neighbourhood with a focus on Chimney Pot Park. Working closely with RHS Bridgewater and the Mancunian way youth service we have created a bed in the park. By the end of the year the Green Champions had made great progress in clearing and maintaining the current beds and working on the development of a Nature Sensory Walk. With the support of our Development Worker one of our Green Champions is conducting his Masters Dissertation research project in the park about soil quality.



With the support from Salford CVS, RHS Bridgewater and ourselves the friends of Chimney Pot Park held their launch event on the 24th Oct. We have started to collect data round how the local community use the park and what they would like to see happen. We will be continuing to ask local people in the area how they use the park to help us gather data to secure funding for next year to further develop the park.

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Alongside our activity in the park we continue to deliver weekly activities at the Cornerstone when the weather is too cold resulting in a regular group of local residents supporting the project.

As part of all our activities we conduct WHO wellbeing questionnaires and Loneliness questionnaires. This year the majority of participants in the grow to learn activities have reported an improvement in the wellbeing.

Personal Story

Andrew has lived in the Langworthy area for the past six years having moved from Kent. He has been claiming Employment Support Allowance for 4 years for PTSD and depression and did not feel part of the community so wanted to look at doing some volunteering.

Andrew was attending the Cornerstone as he uses the foodbank each week. This happened to be the same day as Inspiring Communities Together Advice and Guidance Worker was in the building offering support to people. Andrew told our worker that he had been doing some volunteering at Tatton Café as he had previously worked in catering but this was not a regular volunteering role and he wanted something a bit more structured.

We discussed that registering with Salford CVS would be a good start and contacted one of the volunteer development workers for Age Friendly Salford to see about Andrew registering as a wellbeing champion. Also discussed the environmental activity in Seedley and Langworthy delivered by Inspiring Communities Together.

Andrew is waiting for his references to come through for his volunteering as a wellbeing champion and then he is looking forward to starting some volunteering with the tech and tea project supporting older people to improve their digital skills.

Andrew is now regularly volunteering with the grow to learn project. He goes above and beyond in order to be useful during these sessions including staying behind to de-weed the area near Langworthy Cornerstone and reporting any issues in Chimney Pot Park during the week when we are not in the area. Andrew has now joined Salford Rangers and has made a special request to adopt Chimney Pot Park to see if this opens up opportunity for more improvements. He has also joined Salford Heroes litter picking and goes out every day. He is now making new friends and feels part of the community.

Junior Green Champions – Yogurt Pots, Sports Village

This programme of work is delivered across the Children and Families and People and Place Teams. The children who attend nursery and After school club provision at Yogurt Pots have been working with our Development Worker (People and Place) to develop a sensory section of the play area of Yogurt Pots garden ready for growing season by clearing vegetation, creating clay animals and habitats.

During the summer months the children who attend Holiday Club have engaged in environmental activities including:

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- Neighbourhood litter picks
- Using natural resources to create art and craft activities including nature wands, Leaf sun catchers and hedgehog prints
- Exploring the garden at Sports Village to encourage the children to use their senses and see that in a small space you can grow many different plants



National Tree Week took place between the 27th November – 3rd December 2023 and the children engaged in numerous activities to celebrate. They completed a tree labelling activity which led to discussions around the benefits trees have, especially in urban areas. To end on a fun note, the children decorated the Christmas tree! Nature crafts, including nature bracelets, inspire creativity alongside learning about nature and taking notice of small details such as colours, patterns, textures and shapes of leaves and flowers. Crafting with natural materials year round allows the children to notice the difference in materials they are using such as the types of materials available to them and their colours due to seasonal changes.

Placements

We recognise that providing space for people to learn what it is like to spend time in a work place can help them to make their own life choices. The chance to spend time in a place based Charity is something that many will never experience but those that do find it very rewarding.

We try to work with as many partners as possible to be able to offer short or longer term placement opportunities and all our staff recognise the value of this approach and provided a supportive environment for all our placements.

As with all our programmes of work we spend time testing the approach and developing the model during 2023/24 we have provided the following placements:

Social Work placements – 3 MMU social work student completed and passed their first placement with us. We usually only offer first placement opportunities due to the nature of our work and the experience we can provide, however we were asked if we could provide a student with her final placement as her current placement had broken down. We were able to work with the Social Work Team to ensure the placement gained some front line work experience and reviewed our own programme and now ensure all social work students have a case load through our check and chat and social prescribing work. We are delighted to report that this student has now passed her final placement assessment and will be leaving us in April

Salford Futures - We continue to work closely with SCC in supporting the Salford Futures programme.



3 of the Salford Futures placements completed their Work experience with us on the 20th December after completing 8 weeks we held a celebration event and presentation of certificates of attendance of core training.

This pilot has enabled us to work on what a work placement offer would look like and we have now mapped this out and applied for and secured funding to test the model further, looking to offer 30 placements across the following areas of our work: Child Care, Marketing and Comms, Environmental and Admin during 2024.

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Smart Futures – A 10-week program that provides training, mentoring and work experience to young people aged 16 and 17. Two young people joined us in April for their 2,5 days of work experience

Annual neighbourhood consultation – 110 completed

Each year during quarter three delivery we ask residents to complete a short neighbourhood questionnaire to help us gauge how the community is feeling about where they live.

We have developed the questionnaire as an online form and distributed the link via social media and our local contacts during October – December 2023. The staff team encouraged people they were supporting to complete the forms, and the nursery staff encouraged parents and older children to complete forms.

Demographics - 75% of respondents live in Charlestown, Kersal, Seedley or Langworthy

Female	62%		Male		35%		other/self describe		3%	
White British	77%	Black/Black British		13%	Asian/Asian British		9%	other		1%
17 and under	8%	18-24	15%	25-54	42%	55-74	31%	75 and over	4%	

Nearly all the areas show a increase in results with some at an all time high from when we started the consultation five years ago. The neighbourhood consultation told us that:

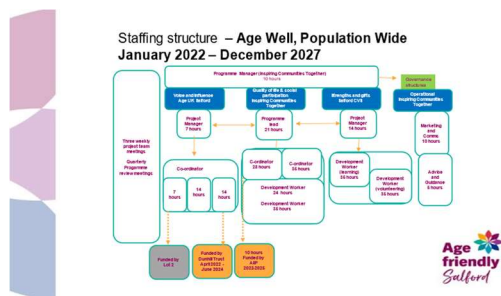
- 12% of people asked felt they could not access the resources needed to manage their physical or mental health – **26% 2019/20 covid question**
- 73% of people asked felt they were making more healthy choices – **63% 2015/16**
- 30% of people asked felt they had an opportunity to be active in their community – **33% 2015/16**
- 41% of people asked felt they were connected with others in their community – **32% 2015/16**
- 51% of people asked told us they are trying new activities or learning new skills - **38% 2015/16**
- 64% of people asked felt safe in their own neighbourhood - **57% 2015/16**
- 81% of people asked felt they were making more green choices - **63% 2015/16**

Whilst the data collection is not carried out to research standards and we do not ask the same people the same question each year the feedback does provide a valuable insight into how people feel about living in two neighbourhoods of Salford over a period of time.

As can be seen when the data is mapped against year one figures there continues to be a small improvement in nearly all the data sets – around 10%. Notably the one data set which has seen a decline is people feeling active in the community. This number has decreased over the period of Covid and since the local forums we facilitated have not started up again.

During 2024/25 we will use the Green Champion monthly meet ups as an opportunity to have conversations with people about being active in their community to see if this will engage more people in taking an active role in helping to have a voice and make positive changes.

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Ageing Well in Salford – Age Friendly Salford

In January 2023 we started the delivery of the five year contract for Age Well, funded by Salford City Council and delivered in partnership with Age UK Salford and Salford CVS. Whilst we have been the delivery lead for this work for a number of years we were previously not the contract holder so this will be the first major contract that Inspiring Communities Together has secured and will lead on.

Between January – December 2023 we engaged with

- Over 550 unique older people
- Our Volunteer Wellbeing Champions completed just under 900 hours of volunteering time.
- We supported 300 people, (those who work with or support older people in their own homes) to gain knowledge and skills on a variety of wellbeing learning activities including: Wellbeing Conversation, Eating Well in Later Life, Six Steps to Preventing Falls, Breath Better (COPD) so they can provide information to older people to help them remain safely in their own homes and look after their own health and wellbeing.
- The launch of our bespoke Age Friendly Salford website has generated around 5,000 hits during 2023.

Our programme of activity includes:



- 
- **Check and Chat** for those individual who may be unable or are struggling to leave their home for what ever reason
 - **Brew and Chat** for those who wish to spend time with other in an informal conversation exploring how to look after their own wellbeing
 - **Walk and Talk** – for those who wish to improve both their physical and mental wellbeing
 - **Tech and Tea** – 5 week low level digital skills programme delivered in community buildings
 - **Learn with Lunch** – 5 week learning programme aim at older people to help them with the knowledge to look after their own health and wellbeing at home
- 



"Being involved in AFS activities has changed my life. I've met some fantastic people and feel part of my neighbourhood again."

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"AFS has given me back my confidence. I lost touch with people after my husband passed away, and now I'm in contact with people almost daily."

"Thank you for keeping me informed of all the lovely activities which have been going on. I've enjoyed being part of them and hope to continue being involved in the new year."

Personal story

RH is from a showman background and would usually winter in Salford as a child and then as an adult as there was no work traveling in the winter months. With this background, she had very little schooling which has left her with difficulties with reading and writing which in turn had stopped her from using technology including smartphones. RH was referred to AFS by Salford city council as she expressed an interest in learning about getting online but was concerned that as she cannot read or write, she felt she wouldn't be able to keep up with other people on the course. This was causing great anxiety.

Our coordinator contacted RH, explaining our Tech & Tea course outline and suggested that if she felt more comfortable, she could bring a friend to support her, which she did. Feeling more reassured she decided to book onto the course. At the first session we assigned one of our most experienced volunteer wellbeing champions to work with RH on a 1:1 basis and the two of them struck up a positive and trusting relationship. RH was excited to learn how to use the microphone function on Google which helped her search exactly what she wants without the pressure and worry about her spelling. RH had initially assessed her digital skills at 4.5 (out of 100), this increased to 36 (out of 100) at the end of the course. She told us she felt more confident about using technology and is regularly using the internet. *"Without the help from the course and the volunteers I wouldn't be as confident as I am, however I felt like I still have a lot to learn."*

She told us *"I have learnt more in the 5 weeks of the course than I have learnt in the last couple of years of English lessons"*.

She now feels more confident about going to other events by herself if her friend isn't available and that she can find out what is going on around her through the internet on her tablet instead of asking her friends. RH has stated that she would like to use her knowledge from the course to advance her learning in other areas and is hoping to get back into learning how to read and write, she says she feels more confident in looking at different courses online that would benefit her.

The age well work has enabled us to explore other funding opportunities and alongside the AFS programme we currently have three other externally funded pieces of work:

- **Dunhill Trust** – A partnership with Salford University to carry out research and community engagement to understand how older people connect post the pandemic.
- **Ageing in Place** – A partnership with Greater Manchester Age Hub and the local wider GM local authorities. The project is exploring how older people live/social connect within their own neighbourhood. The focus is on Charlestown and Pendleton and will create a neighbourhood action plan from the findings.

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- **National Institute of Health and Care Research** – working with older people this piece of work has trained older people as community health champions. This piece of work complements the Ageing in Place work as we are focusing this on the neighbourhoods of Charlestown and Pendleton.
- **Whose art, Whose culture** – Funded through the UK Shared Prosperity Fund the project explored the relationship between older and younger people within a neighbourhood. Using the medium of photography to engage a group of older people and young people exploring the people and places that are important to them within the neighbourhood of Pendleton and Charlestown.

Reserves policy

The Board have reviewed their current reserve policy and based on our financial history feel it is now in a position to define the level of reserves at six months delivery rather than nine months. Our overall policy is to maintain a sufficient level of reserves to enable usual activities should a shortfall in income occur. Based on our current delivery model outlined the amount of reserve equates to:

- **£240,000** to cover six months delivery at the current levels
- £20,000 based on the cost of developing a new project idea from concept to creating a model which can be scaled up and sold (this is based on a six month test phase).
- £10,000 Relocation costs based on the need to move all the equipment and purchase items currently part of the building we are located in

The current cost to ensure ICT has enough funds set aside to achieve the reserve policy agreed by the Trustees is now set at **£270,000**.

As at the end of this financial year the total reserves are £758,978 of which

- £229,796 are restricted by the funder.
- £9,555 are designated for specific purpose
- £30,237 are the value of the fixed assets leaving £489,390 as general unrestricted funds.

The Board have allocated funds in a CAF Deposit account with a view to meeting the reserve requirements. As of 1st March 2024 **£110,203** is held in this account and a further **£211,665** held in a Hargreaves Landsdown portfolio giving a current total of **£321,868**. This is enough to cover at least six months delivery.

Investment policy

Based on the approach set out above the Board of Trustees have considered how any surplus funds should be invested to ensure they are meeting their agreed aims of ensuring the reserve funds are protected but accessible if required as we currently hold limited surplus income other than our reserves.

Surplus funds apart from operating funding which are held in Co-op Bank all unrestricted funds are held in investments as set out in Inspiring Communities Together investment policy.

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Conclusions and Future Planning

As we come to the end of our 2023-2024 programme of delivery we have much to celebrate but also recognising that funding for the voluntary sector continues to be a challenge.

- Some of our funding streams will end in 2024, whilst others we are still waiting to hear if they will be renewed.
- Whilst we are not a political organisation we have to be mindful that changes in both National and local government can have an impact on the work we deliver and the funding opportunities available. The board are mindful of this and are ensuring that our core local offer is sustainable even if the wider programmes of work come to an end.
- Staff recruitment has become a major issue for us along with others our challenge at this time is the recruitment of more senior staff to fill management roles which our current staff are not ready to step into. We are however investing in our staff and continue to be innovative to support people remain in employment with us
- First steps into employment opportunities through our placement and apprenticeship model which supports those looking to come into work at the low level
- Maintaining our commitment to being a Living Wage employer despite the high increase in rate this year
- Offering all staff access to e learning both core and personal development courses alongside opportunities to expand their learning through a variety of courses (some funded some free)
- Providing a wraparound package of health and wellbeing support – building wellbeing into all staff 1-1 conversations.

Due to the prudence of the board we hold good reserves and have the long term commitment for SCC for the Annuity until 2047 (CHALK) annual review for Seedley and Langworthy which all provides the funding needed to ensure our core offer can be delivered.

The next steps to long term sustainability is the development of our community led housing model, which in years to come will provide the necessary funding to support Inspiring Communities Together Charitable delivery.

Whilst 2047 may seem a long way away the Board feel they time is now right to start planning for the future and the first stage of this is the development of a Strategic Plan setting out the priorities for the next four years.

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Strategic Planning

Over the past few months the Board have been developing a long term strategic plan. The development of this Strategic Plan has provided an opportunity to reflect on our past, build on the good foundations we have developed over the past twelve years and start to look forward to the next phase for Inspiring Communities Together.

Our own organisational values and principles of working are similar to those set out by Salford City Council. Whilst we in no way wish to replicate a council model our approach goes a long way to helping the wider partnership of Salford deliver positive outcomes for local people.

Going forward we now need to aligning our business practices, resources, and people power to support long-term stability of our Charity. This includes

- using data to drive decisions internally and to influence stakeholders externally
- working to ensure we can maintain a living wage for all our employees
- securing the financial resources and organisational infrastructure we need to support efficient and effective delivery of a high-quality programme of work.

To achieve this we have identified five Strategic Pillars that help frame how the organisation will move forward:

- We will maintain and strengthen our core offer by building on our experience and expertise, proven best practices, and continuous learning.
- We will create a high performance culture by delivering meaningful, measurable, and financially sustainable results for the individuals we work with.
- We will remain a key partner across the city through Leadership helping shape public services and policy in our field.
- We will maintain and where appropriate grow our partnership working with others whose values align with ours
- We will ensure excellent governance and be accountable to our wider stakeholders

Finally we will embed Social Value as a core part of our operational programme, measuring the impact of those we aim to help through our social, environmental and economic impact

Strategy in practise

Between 2024 – 2028 Our overarching approach will organise all our business practices and staff efforts towards the outcomes we seek for individuals : housing stability, systems of support, financial stability, and wellness.

Our Strategic plan outlines the operational steps and investments necessary for Inspiring Communities Together to fully implement an outcomes focused approach to programme delivery and operational execution. At the end of the four-year plan, we will have implemented the key initiatives described below to focus on the vision of creating:

Places where everyone has the opportunity to achieve their full potential and participate in making a positive difference to their neighbourhood

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Strategic Priority one – Improve our impact through good-quality, high impact delivery programme

- **Invest in people** including providing support and resources for both our internal and external stakeholders.
- **Create opportunities** for individuals to re-engage with learning by providing informal learning activities, skill development, and in work education programs
- **Deliver excellent quality provision** measured through a good content management system enabling tracking of personal journeys

Strategic Priority two – Strengthen business practise to support high performance

- Cultivate a culture of continuous quality improvement and outcome-focused performance management in all areas of the organisation
- Enhance programme coordination by reviewing our current Client Management System (CRM) to ensure it is fit for purpose
- Implement and maintain our digital first programme through reviewing our digital first action plan and addressing areas of improvement required
- Share our knowledge and learning to impact wider policy development
- Ensure financial sustainability by growing public and private funding, maintaining and developing new relationships with supporters and partners, improving grants management practices and increasing opportunities for income generation linked to Inspiring Housing Community Land Trust.

Strategic Priority three – Ensure the organisation is meeting our governance requirements

- **Review Board capacity, capability and effectiveness** including the size of a board going forward
- Ensure excellent risk management systems are in place
- Explore the possibility of change in senior management and how this will impact of the reputation of the Charity
- Maintain oversight of delivery and financial management
- Ensure the board has clarity of purpose and roles including review of board handbook and recruitment process

Structure, governance and management

The trustees are responsible for the strategic management and direction of the organisation. The day to day management is delegated to the Chief Executive. Board meetings are now held 4 times a year and sub- committees and task groups meet as necessary. No sub committee or task groups met during 2023/24.

The organisation is made up of Elected and Nominated Trustees who are nominated by the named organisations as set out within the constitution – currently: Salford City Council and Salford University.

The Board agreed to review the date of their AGM (the AGM originally was set for October each year) to enable members to receive information about what ICT has delivered in a timely manner. The AGM for 2023/2024 will take place in September 2024.

Inspiring Communities Together

Trustees' annual report

for the year ended 31 March 2024

All Trustees are inducted by the Chair and Chief Executive and are provided with a Trustee Manual outlining their roles and responsibilities. Trustees complete a skills audit and are given opportunities for training. The trustees also complete a bi-annual self-assessment tool (VIP dial). As part of the ongoing review of governance all Trustees will also now receive an informal 1-1 session with the Chair each year to discuss their performance.

The Charity is affiliated to the following organisations that provide advice, guidance and support:

- Salford Community and Voluntary Services (Salford CVS)
- Greater Manchester Centre for Voluntary Organisations (GMCVO)
- National Council for Voluntary Organisations (NCVO)
- Locality

The organisation is a charitable incorporated organisation, registered as a charity on 14th May 2014 in England and Wales.

The charity is constituted under a constitution 14th May 2014. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity. The liability of the trustees in respect of the guarantee is limited to £10 each.

The Charity Trustees have had due regard to the Charity Commission's guidance on public benefit

During 2015/16 it was agreed by the Trustees to remove the financial benefit made to the Chair although the right to make payments to Trustees remains within the constitution. Currently all trustees give their time voluntarily. The Chair however receives a benefit in kind as their own Charities operate from the office space of ICT. Any expenses reclaimed from the charity are set out in note 10 to the accounts.

Related parties and relationships with other organisations

The Board of Trustees role is to ensure a benefit to the community of Greater Manchester and neighbourhood districts. To enable this to happen Trustees are actively encouraged to have a relationship with other organisations operating within the neighbourhoods. All elected trustees are local residents and may from time to time benefit from activity we deliver. Some may have key roles including board membership of other groups and charities within the neighbourhoods we deliver who may benefit from the work being carried out by Inspiring Communities Together including staff time and resources provided by the organisation other than financial.

A Local councillor is allocated a position on the Board of Inspiring Communities Together as the nominated Trustee for Salford City Council. This may from time to time bring into conflict their role within the as a Trustee of ICT and their work within the neighbourhood and Salford City Council. A clear conflict of interest policy has been developed and all Trustees have signed their commitment to this way of working.

A register of interests is held and conflicts of interest are a standard agenda item at all board meetings.

Remuneration policy for key management personnel

The pay of the senior staff is reviewed annually through the appointments and remuneration sub group. As a small Charity the Trustees have taken the decision to benchmark against pay levels set by NJC to reward employees fairly and recognise the diverse needs of the workforce alongside attracting, retaining and training people with the skills needed for the future.

Inspiring Communities Together
Trustees' annual report
for the year ended 31 March 2024

The Board took the decision to become a living wage employer and so all staff salaries have continued to be reviewed to reflect this.

Risk management

The trustees have a risk management strategy which comprises:

- an annual review of the principal risks and uncertainties that the charity faces
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review
- implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The trustees have assessed the major risks to which the charity is exposed, in particular those relating to the operations and finance of the Charity, and are satisfied that systems are in place to mitigate their exposure to major risk.

Inspiring Communities Together
Trustees' annual report
for the year ended 31 March 2024

Statement of responsibilities of the trustees

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which 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 period. 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
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The trustees' annual report has been approved by the trustees on 21 July 2024 and signed on their behalf by

Mike Duddy

Mike Duddy
Chair

Independent examiner's report
to the trustees of
Inspiring Communities Together

I report to the charity trustees on my examination of the accounts of the company for the year ended 31st March 2024 which are set out on pages 32 to 52.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the company 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 your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

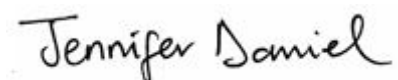
Independent examiner's statement

Since the company'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 company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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 accounts to be reached.



Jennifer Daniel FCCA DChA
Slade & Cooper Limited
Beehive Mill, Jersey Street, Manchester, M4 6JG
Date 10/09/2024

Inspiring Communities Together
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2024

	Note	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	20,366	-	20,366	8,249
Charitable activities:	4	117,614	575,842	693,456	552,879
Investments	5	7,776	-	7,776	1,386
Total income		145,756	575,842	721,598	562,514
Expenditure on:					
Charitable activities:	6	140,843	503,439	644,282	502,174
Total expenditure		140,843	503,439	644,282	502,174
Net income/(expenditure) before net gains/(losses) on investments		4,913	72,403	77,316	60,340
Realised gains/(losses) on investments		-	-	-	-
Unrealised gains/(losses) on investments		(4,763)	-	(4,763)	-
Net income/(expenditure) for the year	8	150	72,403	72,553	60,340
Transfer between funds		(85,338)	85,338	-	-
Net movement in funds for the year		(85,188)	157,741	72,553	60,340
Reconciliation of funds					
Total funds brought forward		614,370	72,055	686,425	626,085
Total funds carried forward		529,182	229,796	758,978	686,425

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.
Comparative SOFA is on page 54 of the accounts.

Inspiring Communities Together

Balance sheet as at 31 March 2024

	Note	2024	2023
		£	£
Fixed assets			
Tangible assets	14	30,237	33,730
Investments	15	321,868	319,132
Total fixed assets		352,105	352,862
Current assets			
Debtors	16	55,542	38,992
Cash at bank and in hand	17	399,961	326,990
Total current assets		455,503	365,982
Liabilities			
Creditors: amounts falling due in less than one year	18	(48,630)	(32,419)
Net current assets		406,873	333,563
Total assets less current liabilities		758,978	686,425
Net assets		758,978	686,425
The funds of the charity:			
Restricted income funds	19	229,796	72,055
Unrestricted income funds	20	529,182	614,370
Total charity funds		758,978	686,425

The notes on pages 35 to 52 form part of these accounts.

Approved by the trustees on 21 July /2024 and signed on their behalf by:

Mike Duddy
Mike Duddy (Chair & acting treasurer)

Ruth Potts
Ruth Potts (trustee)

Inspiring Communities Together
Statement of Cash Flows
for the year ending 31 March 2024

	Note	2024 £	2023 £
Cash provided by/(used in) operating activities	22	73,888	(19,244)
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		7,776	1,386
Purchase of tangible fixed assets		(1,194)	(13,235)
Proceeds from sale of investments		-	90,000
Management costs in investments		300	300
Purchase of investments		(50,000)	(50,000)
Cash provided by/(used in) investing activities		(43,118)	28,451
Increase/(decrease) in cash and cash equivalents in the year		30,770	9,207
Cash and cash equivalents at the beginning of the year		326,990	327,984
Cash and cash equivalents at the end of the year		357,760	337,191
Represented in the balance sheet by:			
Cash at bank and in hand		399,961	326,990
Cash held by investment broker		-	10,201
		399,961	337,191

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following 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) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Inspiring Communities Together meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

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

The trustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024 (continued)

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

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

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024 (continued)

f Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity’s work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of projects undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 6.

i Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated

Outdoor equipment	10%
Computer equipment	33%

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024 (continued)

j Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

k Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024 (continued)

o Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 11. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included in note 8.

The money purchase plan is managed by NEST and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 0.3% and this is deducted from the investment fund annually. The trust has no liability beyond making its contributions and paying across the deductions for the employee's contributions. There were no contributions outstanding at the year-end.

2 Legal status of the charity

The charity is a charitable incorporated organisation, registered as a charity in England & Wales.

3 Income from donations and legacies

Current reporting period	Unrestricted £	Restricted £	Total 2024 £
Donations	20,366	-	20,366
Total	20,366	-	20,366
<i>Previous reporting period</i>	<i>Unrestricted £</i>	<i>Restricted £</i>	<i>Total 2023 £</i>
<i>Kickstart</i>	-	8,249	8,249
Total	-	8,249	8,249

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024 (continued)

4 Income from charitable activities

Current reporting period	Unrestricted	Restricted	Total 2024
	£	£	£
Community Support and Development			
Childcare	113,252	-	113,252
DWP	-	2,832	2,832
GMCA	-	34,918	34,918
Langworthy	-	2,756	2,756
Salford City Council-Age Friendly	-	338,805	338,805
Salford City Council-Annuity	-	90,000	90,000
Salford City Council-Kickstart	-	1,009	1,009
Salford City Council-Langworthy	-	8,250	8,250
Salford CVS-Age Friendly	-	7,746	7,746
Social Prescribing	-	48,727	48,727
Tech and Tea	-	3,749	3,749
Trafford General Hospital	-	12,545	12,545
University of Salford	-	6,198	6,198
Workers' Educational Association	-	17,590	17,590
Other income	4,362	717	5,079
Total	117,614	575,842	693,456

Previous reporting period	Unrestricted	Restricted	Total 2023
	£	£	£
Community Support and Development			
Childcare	108,794	-	108,794
GMCA	-	8,192	8,192
Langworthy	-	11,024	11,024
Salford City Council	-	84,701	84,701
Salford City Council-Annuity	-	90,000	90,000
Salford CVS	-	34,452	34,452
Salford CVS-Age Friendly	-	44,250	44,250
Social Prescribing	-	45,000	45,000
Tech and Tea	-	6,602	6,602
Third Sector Consortium	-	80,250	80,250
University of Salford	-	12,184	12,184
Veolia Environmental Trust	-	16,138	16,138
Other income	4,430	6,862	11,292
Total	113,224	439,655	552,879

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024 (continued)

5	Investment income			
	Current reporting period	Unrestricted £	Restricted £	2024 £
	Income from bank deposits	666	-	666
	Dividends received	7,110	-	7,110
		7,776	-	7,776
	Previous reporting period	Unrestricted £	Restricted £	2023 £
	Income from bank deposits	1,386	-	1,386
		1,386	-	1,386
6	Analysis of expenditure on charitable activities			
	Current reporting period		Total 2024 £	Total 2023
	Staff costs		398,079	352,831
	Project Costs		138,041	503
	Training		4,732	4,446
	Marketing		2,360	13,582
	Premises		19,000	19,000
	Running costs		52,746	16,057
	Meetings & Events		577	-
	Insurance		4,702	4,366
	Equipment		5,131	27,554
	Other expenditure		-	334
	Depreciation		4,687	4,448
	Community Activities		8,241	54,271
	Governance costs (see note 7)		5,986	4,782
			644,282	502,174
			2024 £	2023 £
	Restricted expenditure		503,439	437,157
	Unrestricted expenditure		140,843	65,017
			644,282	502,174

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024 (continued)

7 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Governance £	Total 2024 £
Accountancy services	Governance	5,986	5,986
		5,986	5,986
<i>Previous reporting period</i>	<i>Basis of apportionment</i>	<i>Governance £</i>	<i>Total 2023 £</i>
<i>Accountancy services</i>	<i>Governance</i>	<i>4,594</i>	<i>4,594</i>
<i>Legal and professional</i>	<i>Governance</i>	<i>188</i>	<i>188</i>
		<i>4,782</i>	<i>4,782</i>

8 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2024 £	2023 £
Depreciation	4,687	4,448
Auditor's remuneration - accountancy fees	1,953	1,365
Auditor's remuneration - bookkeeping fees	2,373	-
Independent examiner's fee	662	475

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024 (continued)

9 Staff costs

Staff costs during the year were as follows:

	2024 £	2023 £
Wages and salaries	361,929	325,599
Social security costs	27,892	21,413
Pension costs	8,258	5,819
	398,079	352,831

No employees has employee benefits in excess of £60,000 (2023: Nil).

The average number of staff employed during the period was 19 (2023: 21).

The average full time equivalent number of staff employed during the period was 14 (2023: 15).

The key management personnel (KMP) comprise the trustees, Chief Executive Officer, Age Well Programme Manager and Child and Families Programme Manager, Marketing and Comms Manager (start date July 2023) and Trainee Programme Manager (People and Place).

The total employee benefits of KMP were £111,260 (2023: £131,876).

10 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or reimbursed expenses during the year (2023: Nil).

No members of the management committee received travel and subsistence expenses during the year. (2023: £nil).

Aggregate donations from related parties, including wholly owed subsidiary Inspiring Housing Community Land Trust, were £20,366 (2023: £nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2023: nil).

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024 (continued)

11 Related party transactions

The charity has one wholly owned subsidiary:-

- Inspiring Housing Community Land Trust, a community benefit society, registration number 8335R with FCA.

Inspiring Housing Community Land Trust

	2024 £	2023 £
Comprising of the following;		
Assets	40,127	52,106
Liabilities	(6,487)	(15,243)
Share Capital	-	-
Turnover	38,973	38,972
Expenses	42,142	22,475
Profit/(Loss)	(3,169)	16,497

12 Government grants

The government grants recognised in the accounts were as follows:

	2024 £	2023 £
Department for Work and Pensions	2,832	-
Salford City Council (Annuity)	90,000	90,000
Salford City Council	348,064	84,701
Workers' Educational Association	17,590	-
	458,486	174,701

There were no unfulfilled conditions and contingencies against these grants.

13 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024 (continued)

14 Fixed assets: tangible assets

	Outdoor equipment £	Furniture and Fittings	Computer equipment £	Total £
Cost				
At 1 April 2023	35,478	-	2,700	38,178
Additions	-	1,194	-	1,194
Disposals	-	-	-	-
At 31 March 2024	35,478	1,194	2,700	39,372
Depreciation				
At 1 April 2023	3,548	-	900	4,448
Charge for the year	3,548	239	900	4,687
Disposals	-	-	-	-
At 31 March 2024	7,096	239	1,800	9,135
Net book value				
At 31 March 2024	28,382	955	900	30,237
<i>At 31 March 2023</i>	<i>31,930</i>	<i>-</i>	<i>1,800</i>	<i>33,730</i>

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024 (continued)

15 Investments

	2024 £	2023 £
Market value at the start of the year	319,132	349,231
Add: additions to investments at cost	7,499	49,700
Disposals at carrying value	-	(90,000)
Add net gain/(loss) on revaluation	(4,763)	-
	321,868	308,931
Cash held by investment broker pending reinvestment	-	10,201
Market value at the end of the year	321,868	319,132
Investments at fair value comprised:		
Equities	316,637	208,168
Fixed Term deposit	-	109,814
Cash held within the investment portfolio	5,231	1,150
	321,868	319,132

16 Debtors

	2024 £	2023 £
Grants/contracts receivable	-	16,138
Other debtors	50,258	13,108
Prepayments and accrued income	5,050	9,746
Receivable from wholly owned subsidiary	234	
	55,542	38,992

17 Cash at bank and in hand

	2024 £	2023 £
Cash at bank and on hand	399,961	326,990
	399,961	326,990

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024 (continued)

18 Creditors: amounts falling due within one year

	2024 £	2023 £
Grants received in advance	1,574	2,756
Other creditors and accruals	40,876	29,663
Taxation and social security costs	6,180	-
	<u>48,630</u>	<u>32,419</u>

19 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2024 £
Age Friendly	35,526	407,414	(319,301)	80,175	203,814
Food Matters	1,704	-	-	(1,704)	-
Kickstart	-	1,009	(4,635)	3,626	-
Langworthy Annuity	-	11,006	(17,557)	6,551	-
Learning Programme	-	17,590	-	-	17,590
Live Well Postcode Lottery	2,659	-	(133)	(2,526)	-
Salford City Council	3,487	-	-	(3,487)	-
Salford City Council Annuity	(47,630)	90,096	(121,857)	79,391	-
Social Prescribing	(379)	48,727	(39,956)	-	8,392
Tech & Tea	56,723	-	-	(56,723)	-
Tech & Tea (participants contribution)	21,806	-	-	(21,806)	-
Wellbeing Stay in Touch	(1,841)	-	-	1,841	-
Total	<u>72,055</u>	<u>575,842</u>	<u>(503,439)</u>	<u>85,338</u>	<u>229,796</u>

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024 (continued)

19 Analysis of movements in restricted funds (continued)

Previous reporting period	Balance at 1 April 2022	Income	Expenditure	Transfers	Balance at 31 March 2023
	£	£	£	£	£
Age Friendly	3,130	149,427	(139,430)	22,399	35,526
Community Learning	(192)	-	-	192	-
Food Matters	1,704	-	-	-	1,704
Kickstart	(1,460)	8,249	(8,565)	1,776	-
Langworthy Annuity	-	11,024	(8,166)	(2,858)	-
Live Well Postcode Lottery	4,165	46	(1,552)	-	2,659
Riverbank Park	(9,555)	16,138	-	(6,583)	-
Salford City Council	3,487	-	-	-	3,487
Salford City Council Annuity	-	96,716	(147,204)	2,858	(47,630)
Social Prescribing	-	45,000	(45,379)	-	(379)
Tech & Tea	49,440	102,750	(73,068)	(22,399)	56,723
Tech & Tea (participants contribution)	15,204	6,602	-	-	21,806
Wellbeing Stay in Touch	-	11,952	(13,793)	-	(1,841)
Total	65,923	447,904	(437,157)	(4,615)	72,055

Name of restricted fund Description, nature and purposes of the fund

Age Friendly – Contract funded by Salford City Council to deliver a preventative programme of activity across Salford which enables people to age well.

Food Matters – Learning programme which supports people to gain knowledge and skills in catering (project now finished)

Kickstart – Government funded scheme to support young people gain short term employment support to enable them to improve their chances of gaining permanent employment

Langworth Annuity – Funded provided by Salford City Council as a legacy from the regeneration of the neighbourhood to support environmental activities in the area.

Learning Programme – Grant funding to deliver a learning programme to support people gain confidence and practical skills to enable them to move into paid work or further learning

Live well post code lottery – grant to support the delivery of green and grow activity to improve health and wellbeing through environmental projects

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024 (continued)

19 Analysis of movements in restricted funds (continued)

Name of restricted fund	Description, nature and purposes of the fund
	Salford City Council is an annuity which is allocated to be spend on activities in the Charlestown and Lower Kersal Area.
	Social Prescribing is a wellbeing intervention programme delivered in Swinton working with neighbourhood health practitioners
	Tech and tea is low level digital skills programme delivered in Chalk and surrounding districts for older people. Transferred to Age Friendle as no longer a separate project.
	Tech and Tea (participants contribution) – Payment made by participants as a contribution to the cost of a tablet as part of tech and tea programme. Transferred to Age Friendly as no longer a separate project.
	Wellbeing stay in touch – grant to support telephone support provision during covid
	Deficits in restricted funds will be covered by future payments.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024 (continued)

20 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	As at 31 March 2024 £
General fund Langworthy	604,815 9,555	140,993 -	(140,843) -	(85,338) -	519,627 9,555
	614,370	140,993	(140,843)	(85,338)	529,182
Previous reporting period	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	As at 31 March 2023 £
General fund Langworthy	550,607 9,555	114,610 -	(65,017) -	4,615 -	604,815 9,555
	560,162	114,610	(65,017)	4,615	614,370

Name of unrestricted fund	Description, nature and purposes of the fund
General fund Transfer to restricted	The free reserves after allowing for all designated funds. In line with our core mission to benefit the residents of Charlestown and Lower Kersal (CHALK) the Annuity is the starting point for this to be achieved. All other unrestricted income will in the first instance be allocated to support our work in CHALK. The remaining unrestricted income will support other project delivery whilst we test new ways of work and also support the commitment to ensure we achieve our reserves requirements.
Langworthy	To complete work in the Seedly and Langworthy Area

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024 (continued)

21 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	30,237	-	-	30,237
Fixed asset investments	321,868	-	-	321,868
Net current assets/(liabilities)	167,522	9,555	229,796	406,873
Total	519,627	9,555	229,796	758,978
Previous reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	33,730	-	-	33,730
Fixed asset investments	319,132	-	-	319,132
Net current assets/(liabilities)	251,953	9,555	72,055	333,563
Total	604,815	9,555	72,055	686,425

22 Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income/(expenditure) for the year	72,553	60,340
Adjustments for:		
Depreciation charge	4,687	4,448
Dividends, interest and rents from investments	(7,776)	(1,386)
Decrease/(increase) in debtors	(16,550)	(8,236)
Increase/(decrease) in creditors	16,211	(74,410)
Net cash provided by/(used in) operating	73,888	(19,244)

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2024 (continued)

**23 Prior year Statement of Financial Activities
(including Income and Expenditure account)**

	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Income from:				
Donations and legacies	-	8,249	8,249	71,716
Charitable activities:	113,224	439,655	552,879	536,672
Investments	1,386	-	1,386	4,818
Total income	114,610	447,904	562,514	613,206
Expenditure on:				
Charitable activities:	65,017	437,157	502,174	602,801
Total expenditure	65,017	437,157	502,174	602,801
Net income/(expenditure) before net gains/(losses) on investments	49,593	10,747	60,340	10,405
Realised gains/(losses) on investments	-	-	-	-
Unrealised gains/(losses) on investments	-	-	-	(8,508)
Net income/(expenditure) for the year	49,593	10,747	60,340	1,897
Transfer between funds	4,615	(4,615)	-	-
Net movement in funds for the year	54,208	6,132	60,340	1,897
Reconciliation of funds				
Total funds brought forward	560,162	65,923	626,085	624,188
Total funds carried forward	614,370	72,055	686,425	626,085

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

Accounts

Charity Number: 1157053

Inspiring Communities Together

Report and financial statements
For the year ended 31st March 2023

Inspiring Communities Together
Reference and Administrative Details
for the year ended 31st March 2023

Charity number 1157053

Registered office and operational address Innovation Forum
Frederick Road
Salford
M6 6FP

Trustees Trustees who served during the year and up to the date of this report were as follows:

Mike Duddy	Chair February 2017 – present
Lynne Marsland	Vice Chair February 2017 – present
James Kariuki	May 2018 - present
Ruth Potts	Secretary October 2016 – present
Ann-Marie Pickup MBE	October 2015 - present

Key management personnel Bernadette Elder Chief Executive
Antonia Dunn – Operations Manager
Carol Hyde – Child and Families Operations Manager
Eduardo Gonzalez-Morera – Finance Manager
(September 2018 – June 2022)
Vanda Lowe – Director of Operations (April 2022 – November 2022)

Operational

Keveka Richardson Finance Assistant – July 2022 - present
Freya Pigott Marketing and Coms Manager – (October 2021 - March 2023)

Children and Families:

Nadine Murray Early Years Manager
Gillian Green Early Years Deputy Manager (December 2017 – October 2022)
Dawn Whelan Early Years Worker
Janine Wallace Early Years Worker
Claire Clayton Early Years Worker
Piper Delaney – Kickstart Placement (March 2022 – August 2022)
Naomi Cassidy Apprentice Early years practitioner – January 2023- present
Julie Kay Development Worker advice and guidance – January 2023 – present
Guy Thompson Community Connector Wellbeing Matters
Tina Tudor – Development Worker advice and guidance and training

Neighbourhoods:

Danielle Wright – Coordinator (August 2021 – September 2022)
Lynne Holden – Development Worker Neighbourhoods (June 2018 – August 2022)
Abigail Collier – Development Worker (August 2021 – November 2022)

Age well:

Andrea Whelan Development Worker Older People
Joanne Inglis Development Worker Digital
John Rutter Development Worker (AFS) – December 2022 – present
Tonicha Wallace Development Worker (AFS) – January 2023 - present

Inspiring Communities Together
Reference and Administrative Details
for the year ended 31st March 2023

Bankers

Cooperative Bank PLC
P.O Box 101
Balloon Street
Manchester
M60 4EP

**Independent
Examiner**

Catherine Hall FCCA DChA
Slade & Cooper Limited
Beehive Mill
Jersey Street
Manchester
M4 6JG

Inspiring Communities Together

Reference and administrative information

for the year ended 31st March 2023

The trustees present their report and the unaudited financial statements for the year ended 31st March 2023.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

The charity's principle objectives as set out in the constitution are:-

- To develop the capacity and skills of those who are socially and economically disadvantaged, by working with individuals and groups who live or work within the neighbourhood of Charlestown and Lower Kersal (CHALK) and neighbouring districts
- To work with individuals and groups within these neighbourhoods to help them make a difference locally

Vision – A place where everyone has the opportunity to achieve their full potential and participate in making a positive difference to their neighbourhood (amended March 2018)

Mission – We will achieve positive outcomes for local people based on the knowledge understanding and information that the community have about their area, through empowering individuals and groups to release their potential to develop their own solutions.

Values –

- We will be accountable to and representative of the local community
- We will be innovative and provide value for money in our approach to deliver of every- thing we do
- We will value all volunteers, staff and members of the organisation

What difference do we want to make?



How do we know we are making a difference	What is the difference we are making
Specific aims • Improve capacity and skills to feel more confident to try new things • Improve self-confidence to get involved and make a difference • Nurture networking and share experiences	• Strengthening local voices • Improving people's lives • Creating better places to live

Inspiring Communities Together
Trustees' annual report
for the year ended 31st March 2023

Measuring out impact

As a neighbourhood-based Charity we recognise the importance of understanding and acting on the voice of those we work for and with. We have now established a model which takes a lifecycle approach to ensure that people age well throughout their lives:

- Supporting our younger members of the neighbourhoods to have the best start in life
- Providing opportunities for people of all ages to develop and grow and ensure that they are equipped to improve and enjoy their own neighbourhoods.
- Continuing to lead on the delivery of Age Friendly Salford ensuring older people have a voice and can stay healthy and wellbeing within their own neighbourhoods.

The delivery plan for 2022/2023 builds on this approach alongside ensuring health and wellbeing is key to all we deliver.

Delivery model 2022/2023

Life course	Start well	Live well	Age well
Strategic fit	Children and Families	Environment and learning	Age Friendly Salford
Actions	Ensure children in CHALK have access to support which meet their developmental and educational milestones and equips them to be school ready Provide easy access to information, advice and guidance to help families meet their child's needs and aspirations as they grow and develop.	Deliver a programme of activities which support resilient neighbourhoods where individuals value both where they live and their neighbourhood public green space. Deliver learning opportunities which support individuals to develop and engage in learning that works for them.	Lead on a programme of work which supports the commitment of the city to enable older people to stay healthy and well Deliver activities which are neighbourhood-based person -centred to reduce feelings of loneliness and social isolation
Overarching	Work with partners to recruit and support volunteers to deliver health and wellbeing person centred conversations using the five ways to wellbeing		

Structures we engage with

We continue to recognise the importance of engaging with as wider a partnership as possible both to gain knowledge and skills to improve our own delivery but also to share our learning with others.. Based on our current programme of work we are engaging with:

National	Greater Manchester	Salford	Neighbourhoods
Social prescribing network	GMCVO GM Ageing Hub	Salford CVS Vocal Leaders	Resilience Forums

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Trustees' annual report
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Centre for Ageing Ofsted	Greater Manchester Sports	Equalities Board 3 rd Sector Consortium Social prescribing steering group Social Value Alliance	East Salford Community Committee Neighbourhood Management
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Sustaining our programme

To enable us to secure wider resource opportunities and ensure both Inspiring Communities Together and Inspiring Housing governance complement each other our constitution has been amended to enable a Greater Manchester wider delivery.

The priority for delivery will remain within Charlestown and Lower Kersal (CHALK) for work funded through the Annuity whilst continuing to seek and secure resource opportunities which build on the learning from this work but may be delivered in different neighbourhoods across Salford or wider Greater Manchester footprint. This includes:

- **Seedley and Langworthy Annuity** - Working in Seedley and Langworthy neighbourhood of Salford - this work is funded via Salford City Council from rent for two shops in Langworthy.
- **Age Friendly Salford** – Working Salford wide to deliver a programme of health and wellbeing activity – this work is funded thorough Salford Public Health.
- **Inspiring Housing** - an independent Community Land Trust, which is a subsidiary of Inspiring Communities Together and provides affordable homes for Salford residents.

Investing in our staff: Our priority when recruiting new team members has always been to focus on the neighbourhoods we work in and build local capacity to support our delivery programme. The majority of our staff continue to be from the local Central Salford (CHALK) neighbourhood.

Since the pandemic we have continued to work on our approach to ongoing investment in our staff:

- Managing a quality work life balance including offering a flexible approach to work with staff choosing to work reduced hours, term time only, compressed hours and an element of working from home.
- We have introduced a 4.00pm Friday finish for all our operational staff, Our child care still operates until 5.00pm (in 2021 we reduced our opening hours from 6.00pm – 5.00pm)
- Providing access to online and telephone wellbeing support as well as ensuring that all staff have six weekly face to face 1-1 sessions with their line mangers, starting with a wellbeing conversation.
- Offer two members of staff the opportunity to take part in nationally recognised emerging leaders course run by Salford University
- Established a recorded learning and develop plan for all staff setting out core learning which is now offered through our e learning packages, alongside discussions of personal learning and development which staff members and Line Mangers can explore
- Invested in a new payroll and HR systems which enables staff to book leave online, access pay statements and for management to share HR documents

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Whilst we have continued to review our staff offer this year has been a period of considerable change. Since establishing the Charity in 2014 we have maintained a stable staff with limited numbers of staff changes. This year we have seen a number of staff changes:

- **Operations Manager** – this newly created post has been difficult to recruit to and we have reviewed this role and have now created a Trainee Programme Manager provided a management opportunity internally
- **Finance Manager** – the postholder relocated to Spain and we were unable to recruit to this role. We instead created a finance assistant post providing an opportunity for a local resident to gain work experience whilst completing their accountancy training at Salford College
- **Marketing and Comms Manager** – created a new role which we internally recruited to, however the post holder decided the job was not right for them and secured a new role with Manchester University
- **Child Care** – following a long period of sickness our deputy child care manager ended her time with her to focus on her health.
- **Live Well Team** - one member of staff relocated to Eastbourne to spend more time with family, one was successful in securing a position within Salford City Council and the third was offered an opportunity to take up a building surveyor apprenticeship with a housing association.

Despite the number of staff leaving this year we have also been able to offer promotional opportunities for current staff and recruit new staff members from Salford all of which were previously unemployed.

- **Age Friendly Salford** – recruited two new staff to support the Age Friendly Salford contract (both had been volunteers on the programme).
- **Children and Families** - recruited a temporary post to support our advice and guidance work as our current post holder is on long term sick.
- **Operational** – recruited a finance assistant
- **Internal promotion** - two current post holders secured internal promotions and have started their own personal journeys into management
- **Placement** - continued our relationship with universities offering both Social Worker and Student nurse placements. within their evaluation they have identified how valuable they have found experiencing particularly an introduction to social prescribing and the wider work of a neighbourhood Charity. One of the MMU students Lara, who did her 90-day Social Work placement with us wrote a [blog](#) for us. This received positive feedback from staff at MMU and parents at Yogurt Pots alike, with many commenting how brilliant she had been, supporting children and families at Yogurt Pots. Through feedback, we recognised a demand for a reliable information source for parents/carers of young children in Salford, so we have created a [Yogurt Pots newsletter](#) which includes healthcare information alongside listings of events going on in the city for children and families.

Our approach to digital first

In 2021/2022 we worked with Salford University to explore how digitally mature [digital maturity matrix](#) we were as an organisation. We came out strongest on Security and protection (scored 82%), a result of the work we put in during the Pandemic on migrating to Microsoft and updating our data protection and GDPR policies.

Our next area of focus for 2022/23 was Communications and Campaigns (scored 29%) and to support this the board approved the recruitment of a dedicated marketing and Comms Manager . The impact of this work includes:

- **Social media presence** – increased from 587 followers on Facebook at the start of the year to 703 by March 2023 with over 10,000 Facebook page visits and 1640 followers on Twitter with 6,821 Twitter profile visits in one quarter. Facebook has been particularly beneficial for promoting our Yogurt Pots activities, such as our new Stay & Play group and family activities. We have started to use blogs to promote the benefits of working with ICT <https://youtu.be/iU-8QT8cP8k>

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- **Website** – Our website has had over 931 visitors. We recognise that the site is now becoming dated and so during 2023/24 this will be refresh. During this period we also launched a dedicated website for the Age Friendly Salford work [Age Friendly Salford](#) and this will provided the template for the relaunch of Inspiring Communities Together website and the creation of a dedicated Inspiring Housing website.
- **Flyers and branding** – The creation of organisational branding ensuring all our marketing material reflects our own brand and is of the same high quality
- **Campaigns** – Established an annual plan of campaigns linked to our programme of work enabling us to use national marketing against our own personal stories to demonstrate impact.
- **Tools** – As part of our organisational Digital agenda we have invested in an on-line engagement tool (Tapestry) which enables us to communicate with families with children attending our children and families programme. The tool provides families with updates and visual images of their child's development. We continue to support families to set up the system on their smart phones and encouraging them to use the provision.

Child G had previously attended Holiday Club prior to lockdown, his parents had decided to bring him back however G was apprehensive after being off so long. He soon settled and his parents told staff how their son is really enjoying holiday club, and how they have seen a complete turnaround from when he came back to where he is now! Parents have loved the fact they have been able to see what activities their son has taken part in by seeing photographs via Tapestry.

Our programme of work

A year in summary

Staffing

- Since the pandemic we have needed to adapt our ways of working including offering a more flexible approach to how and where staff work. This past year has been a period of transition for our approach to employment and are starting to understand that recognised approaches to recruitment do not work and we have had to adapt to try to attract new staff.
- As a living wage employer all our staff benefitted from a higher than normal pay ward for 2023 and the Board took the decision to bring the pay award forward to April from September to support staff through the cost of living crisis.
- Although we have maintained our staff health and wellbeing approach we have seen staff leave, new staff join and a high level of staff on long term sick or affected by Covid. This has had some impact on our delivery but overall we have achieved some positive outcomes for both those people who we support, our own staff and the organisation.

Delivery

- Our children and families model is starting to develop with more hard work completed then we can reflect in this report but there is still work to do to fully engage families in the neighbourhood in the opportunities available for them and their children and to build relationships with wider family services to ensure they are aware of our offer.
- Our relationships with local businesses as well as stakeholders such as Salford City Council, Local Schools and other Voluntary Sector Organisations continues to grow and it is interesting to see the shift towards business as partners in our model of delivery.
- Our approach to providing community learning has adapted and our work now has a focus on the practical learning rather than class room learning, including our placement opportunities

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Organisational

- We are committed to becoming more digitally mature and continue to explore a digital first approach whilst accepting that this may mean that staff and local people need additional support to engage with our approach.
- The model of community led housing is one the Board are committed to delivery on and this will bring its own challenges and opportunities as we move closer to the concept becoming a reality.

As we come to the end of our 2022-2023 programme of delivery we have much to celebrate but also reflect on how the world has changed and how we need to change ourselves to meet these challenges:

- **Children and Families** – The development of our Children and Families model has brought together our adult and children work under one programme lead. Recognising that a whole family approach can make a positive difference to local people. The connection between Play and Stay, Early Years provision and holiday/after school activity ensures that we are offering a model which works for both working and none working families.
- **Neighbourhoods** – The work we have developed and delivered during 2022/23 has recognised the need for a co-ordinated neighbourhood approach working with Neighbourhood Management and the wider neighbourhood partnership. Our focus on the physical environment including public green and blue spaces has demonstrated both the physical and mental wellbeing improvements for local people as well as a positive image for the neighbourhoods we are working in.
- **Contract delivery** – The programmes of work we are contracted to deliver offer employment for local people as well as providing valuable resources for the neighbourhoods we work in.
- **Community Led Housing** – This work has continued to develop slowly but is now starting to become a priority with the housing due to be completed by the end of 2023 and our requirement for Inspiring Housing to become independent of Inspiring Communities Together to become an RSL to enable the properties to be handed over to us to manage.

Children and families - Provide excellent quality child care provision in CHALK: Early years, Afterschool clubs and holiday provision

To ensure we seek feedback and are delivering what local people need and want we have introduced an annual friends and family questionnaire asking, "How likely are you to recommend us to friends and family if they needed childcare (nursery, after school club, holiday care)?"

73 % Very Likely to recommend Yogurts Pots, 20% likely, 7% unlikely (this feedback focused on our reduction in hours)

***"Lovely staff, good communication between staff & parents,
lots of activities for the children to do, nice outdoor space & my son loves being there"***

Inspiring Communities Together

Trustees' annual report

for the year ended 31st March 2023

Our children and early years offer at Sports Village provides all day care, after school provision and holiday club activities. We have continued to see more families accessing our after school provision and being reliant on our holiday programme – this is a reflection of the new families moving into the neighbourhood who are now in work and needing access to affordable child care.



Our annual graduation ceremony was a great success where we and the children's families celebrated their time with us. The ceremony was held in our outdoor classroom, the children received certificates and staff, children and their families shared lunch together.

Early years provision: We had identified that our early years provision was not full at the start of the new school term and this was having an impact on income generation. We therefore improved our marketing for the provision and establish a pathway for recruitment

- **Expression of interest form** – providing family members with initial information about of Charity and the child care offer we provide to enable them to make an informed choice. This is now accessible on our website so people can complete at any time and all staff can access when out in the community talking to people.
- **Open Day** – Inviting family members to an Open Day in August at our base in Sports Village. Again this provided insight into our wider Charity offer including access to our Advice and Guidance Worker alongside meeting staff and having a look around the child care provision. If family members could not attend the open day the flexibility of attending a drop in was provided.
- **Registration** – Registering for a place using our new Registration pack which provided all the information they might need to register their child, nursery staff were on hand to support the parents in completing this If required.

This new approach has been very positive with an increase in the numbers of children starting the new term in September (15 children initially and increasing to 23 with 1 on our waiting list for January 2023 due to their funding not being available until then).



Our outside classroom is now fully operational and provides an excellent resource for the children, encouraging spending time outside exploring our sensory learning how to water plants and take care of them. Developing their physical skills, taking risks through creative play and working in small groups to encourage sharing and turn taking! The children are extending their learning discovering how insects feed and where they live and what impact this has on our environment all of which links back to our five ways to well being approach. This year we received an award from "Britain in Bloom" for work on our sensory garden and raised beds, which has been created by our volunteer Green Champions

We continue to develop our approach to the natural environment encouraging the children and wider



Our volunteers and children from the nursery have worked hard this year to develop our green and grow area and we now have a variety of fruit and vegetables for the children to try and take home to share with their wide family members – encouraging them to talk to family members about where food comes from.

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Following some mapping we identified that there was no provision for families with children under two years of age to engage with other families, we established the Play and Stay sessions once a week at Sports Village. This has proved very popular with 24 new families now engaged. This in turn is now supporting our nursery as we are signposting families to our childcare provision with some families completing expression of interest forms for when their child turns 2 years of age.



We are now starting to introduce both activities for the children and learning sessions for the adults including first aid, safe use of IT and good dental hygiene.

A families personal journey

We had a visit from AZ and his father in April 2022, where we established that the family had moved from China just before lockdown and didn't have much support here in England. The family had very limited English but were able to explain that their child had previously attended a nursery in Salford when he was 6 months old, however this was for a short time as lockdown started. Dad tried to explain that during the whole of Lockdown their child had no interaction with anyone apart from his family as they were too scared to go anywhere so spent the majority of the 2 years at home.

Once the child started nursery staff supported him to settle in, and through observations, identified that he needed support with social interaction, self-help skills and communication. Staff met to discuss the child and how we needed to support his development so we spoke to parents for permission to contact our SENCO (Special educational needs co-ordinator). Following her advice, targets were put in place using a play plan, so staff could support the child by doing activities following his interest. The nursery staff also supported the child with his self-help skills and social skills by encouraging him to use the toilet and to sit with his peers during snack and dinner time.

We continued to have regular discussions with the SENCO and the child's parent's (with support from an interpreter) who were very keen for him to attend mainstream in the local primary school from September 2022. To ensure a smooth transition we invited his nursery teacher from school into Yogurt Pots for a transition meeting so she could meet the child and staff could exchange information about professionals who are already involved eg. Speech & language, before he starts school in September 2022.

Throughout the Summer Term with us the child made good progress and nursery staff and parents were pleased with his development. By the end of July the child was able to join his peers for the nurseries Graduation day which he and his parents enjoyed very much, but were also a little sad as they said their son will miss coming to the nursery and that they were very grateful for all we had done for them, including the meeting we held specifically to discuss starting school they found very useful.

Transition to school went well and other professionals are continuing to help with his development and parents are working in partnership. The child's younger sister has recently enrolled with Yogurt Pots and she has settled into nursery well. Parents are happy that their little girl was able to start with us, and nursery staff have noticed that the parents have now also become more confident in social situations.

After school club: We continue to deliver an after school club provision for children attended two local primary schools St Pauls and Lower Kersal. The children are collected from school by staff and walk the short distance back to Sports Village. This provision used to operate until 6.00pm each night, however following some discussions with families it was clear that the majority of families would be happy to collect at 5.00pm with only one family member requesting a 6.00pm collection time. We have therefore changed the time of our after school club to end at 5.00pm.

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Our after school club children attended an event provided by The Dogs Trust which was held in the library at Salford Sports Village teaching children about how to be safe around dogs, not to approach dogs they don't know. The children were really engaged, and we have asked if this is something they could repeat with our nursery children to support their understanding of dogs in the environment.



Building on our theme of the natural environment and valuing our neighbourhoods we have been testing a Green Champions programme with the afterschool club children, this work has been delivered by our live well team providing an opportunity for team members to work together on projects. The programme covered different topics; *learning about environmental issues, energy, rubbish and recycling, plant life, animals and habitats*, alongside activities including *litter picks and gardening activities*. The children have been using some of the natural produce from the environment to aid learning. The children have:

- completed maths activities using conkers.
- created a collage number line on the wall, using gardening magazines, leaves and other natural resources.
- completed worksheets along with the activity themes
- taken part in group discussions and Q and A sessions about the natural environment

18 children attending each session, the children stated they were very proud, saying:

“how clean does the park look now” after the work they had done!”

Holiday club and family activities:

Holiday Club: Our holiday club offers affordable childcare for local families and their children during the school holiday period. Places are mainly taken up by children of families who attend our After School provision but we are open to any family and promote widely to encourage people to take up the opportunity.

During our holiday club in February half term we had an average of 14 children each day, they took part in various activities from making cloud dough, spending time on Riverbank Park, making pizza and fruit salads, and at the request of the children making Mother's Day cards albeit it a little early!

Family activities: We also recognise that there are also families who do not need holiday club provision and are unable to afford days out or holidays for their families. To support these families we offer free family activities during the holiday period. We ran 11 family activities this year including



8 sessions during the summer (2 each week) using our outdoor classroom, Riverbank Park, and St Sebastian community centre. Sessions included preparing and sharing simple low cost food, green and grow and junk model making. All the activities used low cost or items available at home to encourage families to do the activities again themselves.

Our live well team have provided environmental activities for the families and children attending the holiday club and family activity sessions, learning about the environment we live in, why we recycle and how litter impacts on the place we live. The children and families enjoyed a litter pick collecting 8 bags of rubbish.

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We held 1 family activity during the February half term. The activity was “family portrait painting” and including a sharing lunch. This encouraged families to spend quality time together, to be creative and keep active. Families were also given ingredients and recipe/instructions to make a healthy pasta meal at home.



During the Easter break we held a family activity looking at Easter around the World - 5 families attended. Two families said this was the first time they had attended one of our events and would be booking again in the future, as they had enjoyed doing the craft activities along with their children and it was nice to spend time out of the house!

For the Queens Jubilee we held a Garden Party <https://youtu.be/SXcVh7HvfCQ> in our new outdoor classroom which was well supported with a mix of age groups from young to elderly. Afternoon tea was provided for everyone along with games, music and memorabilia. KeepMoat Homes provided small trees for everyone to plant and take home. The official opening of the new outdoor classroom took place by one of our Board Members, who brought their own grandson with them to the event. It was an opportunity for the surrounding community to see what facilities we have on offer.



People said we would have to “throw them out” as they didn’t want to leave after such a lovely afternoon

One family whose child attends nursery is due to transition to School, (his younger sibling will start with us in 2023) asked if she can continue to attend our events so that her little one stays familiar with the building and staff until it is his turn to start with us in 2023.



Our October half term event saw five new families engage in our family activity, pumpkin carving, families were given all ingredients and recipe instructions to encourage cooking and healthy eating at home.

Our festive event was led by our student social worker who researched how different cultures celebrated Christmas to ensure we reflected the communities who now access our provision.



The session included lots of art and craft, some festive singing from the children who attend our after school club and food from around the world.

A tradition in China is to present families with an apple wrapped in tissue paper with a message wishing everyone wealth and happiness. The messages on the apples were written by children attending our after school provision and they attempted to write in Chinese. Two of our families attending the event found this gesture very meaningful as we had taken their culture into account which made them feel included, and appreciated

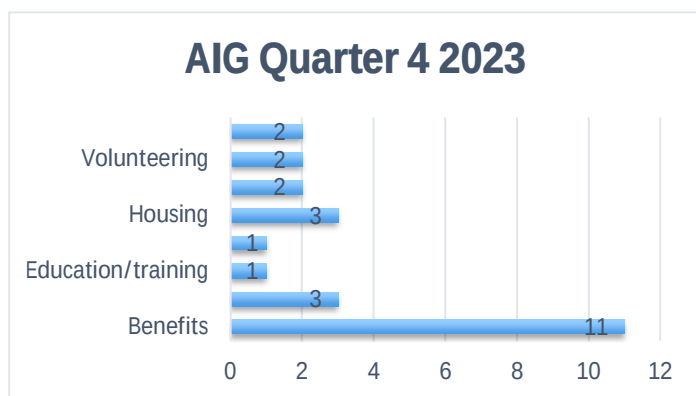


The session was part of the students assessment for her off site practice and was observed by her off site practitioner

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Offsite practitioner - "Just to say thanks again for letting me attend yesterday's event which was great! I couldn't help myself singing along. Please would you also extend my gratitude to the lovely staff team at Yogurt Pots and Nadine very kindly gave me some feedback. Please thank the parents too!" Angela

Advice and Guidance: Our advice and guidance worker has been on long term sick and is not expected back at work in the short term. Due to the impacts of the cost of living crisis we recognised the need to recruit to this position and therefore a new temporary advice and guidance worker started in January 2023.



Already we are starting to see the results of recruiting to this post with 25 new cases opened between October 2022 and March 2023, supporting families around, dental health, universal credit, applying for school places, and signposting families to other activities within our organisation.

Case study - family attending play and stay (mother, children and grandparent)
In January 2023 the following family attended the play and stay session which we had established at Sports Village:

The grandparent was spending time supporting her daughter who has anxiety and depression mainly due to her financial situation. Our advice and Guidance Worker was able to offer support around benefits and after receiving this support she now has more understanding of how to access further support and how to ensure she is receiving the correct benefits which has started to have a positive impact on her wellbeing.

Due to the age of the child we spoke about our nursery provision and the little girl is now registered with Yogurt Pots starting Nursery at Easter on a 2 year old funded place.

We were also able to talk to the Grandparent about the opportunities to be involved in the Age Friendly Salford programme as during conversation it was clear that she had created a life for herself focused around her family. When not helping her daughter she stayed in a lot and was not connecting with other people so feeling lonely and socially isolated. She expressed an interest in Walk and Talk and attended the next session which was held at Clifton Country Park. She got chatting to others and said it was the first time in a long time she had done something for herself. She has gone on to join the Brew & Chat session in Swinton: "I loved it, I haven't laughed that much for a long time." She is now a regular attendee and has started a Tech & Tea course to improve her digital skills, as she is keen to take on online banking.

The whole family now have a better quality of life the grandparent now has activities for herself and loves writing all the activities she is now involved in in her calendar. Her daughter has become far more independent and is able now to tackle things herself and the child will start Nursery in April.

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"I feel so much better by joining these activities, and now feel that I am actually making more time for myself, doing something I enjoy"

Social Prescribing: We continue to deliver the Wellbeing Matters Social Prescribing programme along with our other Voluntary Sector Partners. During 2022-23 the partnership supported 3669 referrals via GPs across Salford. The programme provides paid workers – Community Connectors working with GP's and other health professional to support individuals health and wellbeing, reducing demand on health care services. Inspiring Communities Together provides the Community Connector for Swinton. Our wider offer also receives referrals for individuals to access the support we offer including our advice and guidance and many of our older person activities.

"Guy was there when he said he would be, he always offered supportive advice and most importantly he listened and cared about me and my partner, 110 % would recommend".

Environment and learning

Environmental: Our street based work is developed in partnership with Neighbourhood Management Teams and Local Councillors with a focus on neighbourhood litter picks, identifying grot spots and improving reporting from the wider community on fly tipping. For those streets identified as continually being hot spots we are now carrying out neighbourhood engagement through a structured questionnaire, this will provide us with useful intelligence about the neighbourhood issues and identify individuals who may wish to take positive action to improve their neighbourhood.

To widen our approach to neighbourhood management we have started to build relationships with local businesses:

- The Growth Company are now referring people looking for work but with a limited CV to us so they can carry out some environmental volunteering activity
- The local McDonalds supported a neighbourhood litter pick around their location
- Community payback Team

Value of the environment

D' was referred by the Community Payback team He has been volunteering with the Green and Grow group at Sports Village. He is very friendly, very helpful and has made a great difference to the group and the gardening area. 'D' has helped improve the area by pulling out stubborn weeds and trimming down overgrown bushes. He's also made some small borders from planks of wood and slabs of concrete.



The Green & Grow activity has helped 'D' learn more about gardening and different types of plants i.e., how some like the shade and some not and was happy to see the sweet peas, potatoes and lettuce sprouting up. 'D' also planted a Cherry Tree sapling with the Children from Yogurt Pots on their play area and we can't wait until it blossoms.

"I enjoy gardening out of all the volunteering options as it is something that I wouldn't usually get a chance to do. I don't really have a garden" James

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Last year we secured and worked on Riverbank Park, Lower Kersal which had been closed as considered unsafe by Salford City Council. This space is now open again and being well used by the local community.

We are continuing to maintain our approach to working with Salford City Council to secure funding when needed to refurbish public green spaces. As with Riverbank Park we continue to work closely with Local Councillors, Salford City Council Neighbourhood Management and the Rangers to ensure a joined up approach to the work.

This year we have identified Chimney Pot Park as the space requiring refurbishment, again the play space has been closed by Salford City Council as it is considered unsafe to use. We have secured an initial small budget to carry out some engagement work and are now in the process of talking to local people about the park. We received 46 responses which highlighted some common themes.

- Local residents did not use the park very much except for dog walking, the main reason for this was due to the residents feeling unsafe due to anti-social behaviour.
- The children's playground is vandalised which prevented families using the park due to there being no suitable facilities.

As local people are telling us that they feel unsafe in the park the police have agreed to increase their patrols and reinstall a security camera where a hot spot for anti-social behaviour has been identified. We hope that by sharing with local people that improved awareness and security is in place we can encourage some engagement activity in the space.



We are now offering two sessions per week, one held in the park and the other at Langworthy Cornerstones. We have recruited 9 volunteers. The sessions have looked at the history of Chimney Pot Park alongside some practical growing activities, like planting sweet peas.

One of our volunteers and her daughter enjoyed learning about nature and the environment ***"I love gardening, it makes new homes for the bugs" -Emma***

We have a volunteer who is visually impaired she had some suggestions which we will pass onto the council ***"It would be a good idea to add bright colours to the steps, so that people who are visually impaired can see them better" – Fiona***

Michael was not sure whether he wanted to come to the session but was really pleased that he did. He said that he really looks forward to joining us again next week. Michael also said that it is nice to do new things as he can get very bored, and it is something new to tell his daughter and son.

As part of the housing redevelopment being built by KeepMoat Homes in the Whit lane area there is a requirement for the developer to replace a park which had been removed during the building work. We had hoped that Whit Lane Park would have been completed for the summer school holidays but due to additional works required this may now be not until the autumn. We however continue to work with KeepMoat Homes. Going forward are working to ensure a plan is in place for the ongoing management of the park and will be working with KeppMoat Homes and Salford City Council to explore opportunities to ensure this is in place.

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Our intergenerational green and grow group based at Sports Village continue to support our Yoghurt Pots nursery. The children have helped to plant vegetables including lettuce, radish, and rhubarb and harvest the vegetables alongside the volunteers.



Sessions have focused on healthy meals which can be prepared from fresh produce and the local community kitchen has benefited from any leftover produce. The group visited the RHS garden Bridgewater over the summer the volunteers enjoyed the visit and this gave them ideas around how to manage our own green space, what to grow and when.

4 Young people from Remidi (community payback) continue to attend the group often doing more of the heavy/manual work. The area has transformed over the past year and has become a great area for local people and children to grow fruit and vegetables. Some of the produce has been given to local community kitchens and parents at Yogurt pots.



We continue to support Salford City Council with regular grot spotting and street checks (Barff/Kennedy road and Valencia/Ukraine Road). This includes checking alleyways and streets for rubbish, fly tipping and environmental issues. We then report any issues to the council via the 'report it' system. We also use this as an opportunity to speak to any residents along the streets about any concerns or environmental issues. This is completed once a week in both Weaste and Lower Kersal. We then update the Waste awareness and neighbourhood managers from the council about our findings on a monthly basis and discuss

strategies to improve the areas.

- The team have cleared some of the overgrown alleys on Barff and Kennedy Road
- Work has commenced around Valencia Road to try and tackle some of the issues with parked vans.
- In early November we joined the litter pick around Ordsall and Salford Quays, with Oasis community hub and church, We also provided equipment for the group, who managed to collect over 25 bags of rubbish



At the end of October we were invited by East Salford Neighbourhood Management Team to take part in a walk about around Kersal attended by Salford City Mayor and local councillors. The group enjoyed a tour around Yogurt Pots Garden area and the community allotment and then onto the Riverbank Park, to see the renovations which had taken place with some grant funds secured by ICT.

Continuing our approach to teams working together our live well and age well team support our weekly walk and talk sessions. This raises awareness of Salford green spaces and once a month a litter pick is built into the session encouraging those who attend the walks to look after the natural environment. Building on our walk and talk work for the Festival of walking we created a set of fun and interesting walking maps of public green spaces [Park on a Page - Inspiring Communities Together](#) to encourage more people to walk on their own.

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Learning: Historically we have delivered a community learning model however as funding for this type of activity is now coordinated as a Greater Manchester model we have been testing different approaches to our learning offer

Last year we delivered placement opportunities for young people through the government funded Kickstart programme. This programme ended in August 2022 with our final child care placement securing an apprenticeship with another nursery in Salford. piper said

“she felt supported during their time with us and had learnt a lot about child development”.

During the school summer holidays (July-Sept 2022) we have supported individuals in our live/work summer programme working in partnership with Keepmoat Homes and Salix Homes facilitating employability sessions for young people who were deemed to be at risk of becoming NEET (not in employment, education, or training), supporting their growth professionally and develop soft skills. The sessions involved team building exercises, CV work, practice interviews and career discussions. Guest speakers were invited which included the mental health and wellbeing team from Salford City Council.



The aim of the sessions was to build the learners confidence and resilience and to prepare them for higher education in their chosen subject. The young people were supported on their practical days trying out different trades, plastering, tiling and brick laying. They had a site visit to see other trades, including ground working, painting, and decorating, and a visit to the college where they were able to observe electrical engineering and had a tour of the college.

All the young people left the programme with a CV and personal statement, as well as an idea of what an interview involves and some key interview questions as well as a career plan and a confirmed place at college, in their chosen subject.

Before the sessions, most of the students were unsure of the courses they wanted to take, and the programme helped them to identify a job that they would enjoy and progress in. Despite many challenges and the students coming from diverse backgrounds the group bonded and individuals improved their own confidence.

When asked how they rated their experiences 75% of students said excellent with the remaining 25% rating it as good.

The neighbourhoods of Charlestown and Lower Kersal continue to see significant changes with new housing developments take shape. Whilst there are a variety of different providers working in the area we have developed and maintained a strong working relationship Building on both our relationship with KeepMoat Homes and have delivered a variety of programmes with them over the past seven years. Build on our relationship with KeepMoat Homes and the local Primary Schools we delivered a session with Year 6 pupils from St Sebastian's primary School on careers in the housing development sector.



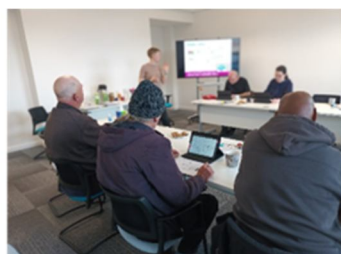
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The activity involved the children creating a new housing development working through the criteria of: Plan, Design, Build Back Greener. The children were given information regarding roles within the construction industry and how they worked together to produce new sustainable homes. Children had to delegate roles and work as a team to create a housing development that was accessible, sustainable, and suitable for the demographics in the area, as well as provide an explanation as to why they had chosen to add certain aspects and amenities to the development. The children also produced a 3D plan of the development; a data sheet with budgeting and calculations and a short presentation to outline their development.

During this year we secured some funding from ESF (European Social Fund) to offer IT and Employability sessions for anyone over 50 years who is unemployed and actively looking for work.

We worked with the Growth Company to run the IT & Employability course. The course took place over five weeks and was designed to support the individuals to develop their employability and IT skills. Many

individuals, particularly in this age bracket can find using technology for accessing job search websites and online job applications difficult.



The sessions included theoretical and practical activities to cater for all digital abilities and involved email practice, CV writing, mock interviews and zoom training.

- 8 individuals completed the course, who all left with an increased knowledge of employability and digital skills.
- We have created resources so we are able to support further individuals in the future pending funding. Alongside this the 'lessons learnt' report provided evidence of positive outcomes
- All 8 learners were provided with a tablet to take home at no cost to them as this was built into the grant funding application.

"I feel more confident, I've learnt new skills and I've got the basic skills to use my tablet"

"The course has pushed me in the right direction and its helped me gain enthusiasm to find a job. I feel motivated for the first time in years"

"It can feel as though our age group falls through the net and aren't supported. I think we are expected to have our lives sorted out and be working. It has been really nice to be recognised and have the confidence boost to find a job"

Jemma's Story

Jemma had been out of work for over 36 months. As a trans person over the age of 50, she felt that she was unable to be herself and that she might be 'too much' or overwhelming for an organisation to hire her. Jemma felt like she did not fit into the right criteria for most jobs and that this had made her hide some of her personality and change the way she looked or what she wore. Jemma stated this was due to past experiences and the treatment she had previously received. Before this course, she saw her age group as "neglected and forgotten about, as we are expected to have their life sorted out".

Before the pandemic, Jemma had completed an art course which she found really interesting and wanted to pursue a career in. She tried to get into the art business during the pandemic but she found this really difficult and this had caused her to lose confidence and motivation.

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Jemma felt she was lacking the basic self-confidence, as well as some of the IT skills that are required when applying for jobs. She stated that she felt isolated and that the pandemic had affected her very negatively, increasing her anxiety and lack of motivation to find a new job. Her personal goals were to

- increase her digital confidence
- be more prepared for interviews and job searching.
- Improve her confidence in a social setting, to meet new people and make friends.

Jemma left the first session relieved that the session provided a warm and friendly atmosphere”.

- Just having this session on a Monday morning helped build a routine and improve her low mood.
- The team building activities helped Jemma to re-develop her social skills She said that one thing she has learnt and that she wants to improve is her ability to stay on task and to not get distracted easily.

Jemma reflected that the course -

- helped her to see that technology isn't all scary and that it can be a really useful tool for job searching and for use in day to day life.
- developed her skills in CV writing and tailoring it to the job she's going to apply for.
- recognise that she needs to be herself to fully appreciate everything and to move forward with her life.
- gave her a push in the right direction and that she now feels more motivated than ever to find work
- realised that art may not be the career path she would enjoy. Jemma said that she would love to work in the community. “I want to help the local community and give something back

In September we started a new partnership with Manchester University providing offsite 90 day placements for student social workers. We already work with Salford University to provide short term (two week placements). To support this work we need to explore how a longer term placement would work both practically and from a management perspective. We built on our tried and tested model of reviewing what we had learnt from previous placement work including Kickstart.

We recognised that we need to create a placement handbook which welcomed individuals to the organisation, explained a bit about who we are and what we do as well as setting out what is expected from the individual including relevant policies and procedures.

“Supporting a parent that did not want my help because I am a student social worker, she has had a bad experience with social service in the past.”

This partnership now provides us with additional resources to support the people we work with, helps the placement experience working in the Charity sector enhancing their knowledge of life outside a clinical setting and provides a small amount of financial benefit.

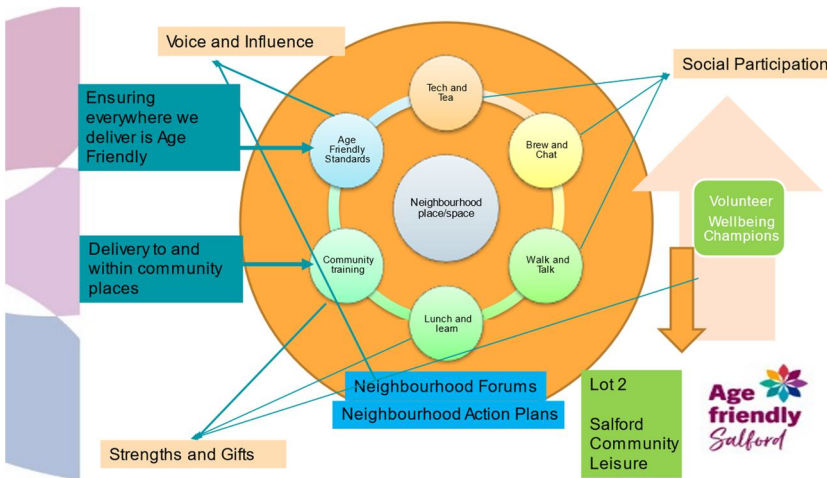
Age well: We have delivered a programme of work funded by Salford City Council and Salford Clinical Commissioning Group for the past seven years in partnership with Age UK Salford and Salford CVS. This year the commissioners advised that the contract for this work would be going out to tender. Following an extensive tendering process we were delighted to be awarded the contract for the next five years. Whilst we have always been the delivery lead for this work we were previously not the contract holder so this will be the first major contract that Inspiring Communities Together has secured and will lead on. The work will continue to be delivered through the original partnership and started in January 2023.

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The work addresses three themes:



Voice and influence – how older people can be support to have their voices heard across service provision

Strength and gifts – how older people and those who support older people can learn and share the knowledge they gain to support older people to live long and health lives

Social participation – programme of activities to support older people to look after their own wellbeing and reduce the impact of loneliness including use of digital technology

To support the work a new Age Friendly Salford (AFS) website has been built [Age Friendly Salford](https://www.agefriendly-salford.org.uk/) as a one stop shop for resources and information

One element of the work will be to measure the changes in Salford as we work towards the practicalities of being an Age Friendly City. To explore how this might be measured we have worked with older people to develop the **Salford Age Friendly Standards**. This work has taken some time to develop and in June 2022 we presented our first awards. Thanks to Councillor Roberts-Smith for attending and presenting these awards which recognise a building, business or space as Age Friendly <https://youtu.be/i36BqoQdVnk> This work saw organisations such as Harry Ramsden in Salford Quays, Tesco stores, Dentists, council gateway buildings and local voluntary sector organisations all being recognised for their contribution. Over 50 organisations have now been recognised and it is planned that this will double over the next year.

The age well work has enabled us to explore other funding opportunities and alongside the AFS programme we currently have three other externally funded pieces of work:

- **Dunhill Trust** – A partnership with Salford University to carry out research and community engagement to understand how older people connect post the pandemic.
- **Ageing in Place** – A partnership with Greater Manchester Age Hub and the local wider GM local authorities. The project is exploring how older people live/social connect within their own neighbourhood. The focus is on Charlestown and Pendleton and will create a neighbourhood action plan from the findings.
- **National Institute of Health and Care Research** – working with older people this piece of work will train older people as community health champions. This piece of work will complement the Ageing in Place work as we are focusing this on the neighbourhoods of Charlestown and Pendleton. The outcome will be a health action plan to complement the neighbourhood action plan.

Neighbourhood Consultation: As we have done every year since 2011 we asked residents to complete a short neighbourhood questionnaire, to help us measure how the community is feeling. We used a combination of paper-based forms distributed in the community, alongside an online version shared via social media. Though we're back delivering activities in-person in the community, due to staffing gaps, the number of responses received was less than our target of 300 residents. In total 123 people from across Salford completed the questionnaire, with 80 of them living in Charlestown, Kersal, Seedley or Langworthy. These results are collated from the 80 in-area submissions.

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Demographics

- 76% female, 21% male and 3% of respondents chose 'prefer not to say'
- 82% described themselves as White British, 8% as Asian/Asian British, 1% as Black/Black British and 9% of respondents chose 'prefer not to say'
- 1% were aged 17 and under, 16% were aged 18-34, 21% were 25-44, 26% were 45-54, 16% were aged 55-64, 13% were 65-74, 5% were aged 75 and over, with 2% choosing 'prefer not to say'

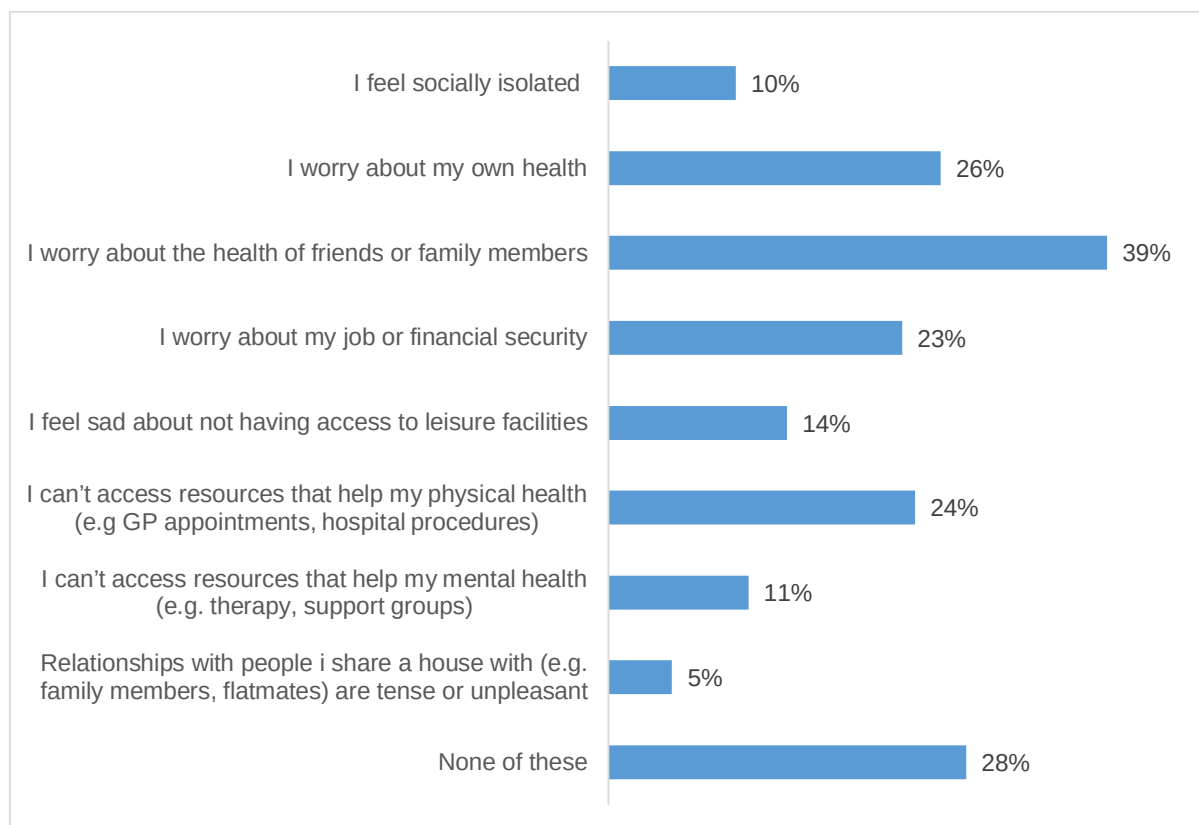
The consultation showed some improvements on last year's results, demonstrating an upwards trajectory for getting back out into the community beyond Covid-19:

- People are more regularly in contact with different people in the local area (74%, up from 63% last year)
- People felt slightly more safe in their neighbourhood (50%, up from 40% last year)

However, there were some results of concern:

- Significantly less people are trying new activities or learning new skills (23%, down from 49% last year)
- Slightly less people felt they have a healthy lifestyle or that they make healthy choices most of the time (53%, down from 56% last year)

We are continuing to monitor the impact of Covid-19, asking the question 'Now that we have come out of the pandemic and lockdown restrictions have been removed, do you feel that the Coronavirus/Covid-19 pandemic has had long term impacts on your mental health and well-being? Please tick ALL that apply.' Below are the responses:



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- People remain concerned about the health of friends and family members, but less than last year (39%, down from 65% last year)
- Similarly, less people are worried about their own health (26%, down from 39% last year)

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Reserves policy

Our overall policy will be to increase the reserve in cash terms year on year, based on a percentage of Inspiring Communities Together budget. In the longer term we aim to secure reserves sufficient to continue activities of Inspiring Communities Together for 6-9 months in the event of no funding being secured. The main purpose of Inspiring Communities Together general reserve funds are as follows:

1. To have some independent resources to develop and improve the services provided by Inspiring Communities Together for the direct benefit of the residents of Charlestown and Lower Kersal
2. To be able to meet 50% of the cost of capital equipment, on the assumption that the remaining 50% costs can be met from other sources
3. To meet basic costs of relocating to alternative premises in the event of the need to withdraw from the existing tenancy agreement and premises

Based on our new delivery model outlined the amount of reserve required has remained the same as last year and equates to:

- **£360,000** to cover 9 months delivery at the current levels
- £20,000 based on the cost of developing a new project idea from concept to creating a model which can be scaled up and sold (this is based on a six month test phase).
- £10,000 Relocation costs based on the need to move all the equipment and purchase items currently part of the building we are located in

The current cost to ensure ICT has enough funds set aside to achieve the reserve policy agreed by the Trustees is now set at **£390,000**. Currently the organisation is continuing to develop their unrestricted funds to meet the reserve policy. During 2023- 2024 we will continue to monitor and review the opportunities to continue to build the reserve funds.

As at the end of this financial year the total reserves are £686,425 of which

- £70,087 are restricted by the funder.
- £9,555 are designated for specific purpose
- £33,730 are the value of the fixed assets leaving £573,053 as general unrestricted funds.

The Board have allocated funds in a CAF Deposit account with a view to meeting the reserve requirements. As of 1st March 2023 **£109,814.05** is held in this account and a further **£205,168.26** held in a Hargreaves Landsdown portfolio giving a current total of **£314,982.31**. This is around £75,000 short of the Boards agreed nine month delivery budget but enough to cover at least six months delivery. As we have now secured a five year contract with provides the Charity with some medium term security and enables us to continue to work on building our reserves.

Investment policy

Based on the approach set out above the Board of Trustees have considered how any surplus funds should be invested to ensure they are meeting their agreed aims of ensuring the reserve funds are protected but accessible if required as we currently hold limited surplus income other than our reserves.

Surplus funds apart from operating funding which are held in Co-op Bank all unrestricted funds are held in investments as set out in Inspiring Communities Together investment policy

Inspiring Communities Together
Trustees' annual report
for the year ended 31st March 2023

Plans for the future

Building on what we have learnt during this past financial year our priorities for 2023/24 will focus on the following themes:

Children and Families Programme Manager		Trainee Programme Manager	Age Friendly Salford programme Manager
Employment and advice	Children and Families	Place based working	Ageing well
Offer at least one introduction level post (apprentice/Trainee role)	Continue to develop our play and stay provision to engage families early	Work with neighbourhood management teams to offer joined up approach to neighbourhood work	Delivery of the AFS contract across neighbourhoods of Salford
Provide advice and guidance support including Increase awareness of benefit entitlements and support	Offer a quality early years provision for local families Maintaining at least good Ofsted rating	Support local people to be resilience in face of climate emergency, extreme weather and pandemics	Test neighbourhood working model within one neighbourhood of Salford
Provide quality learning opportunities for staff members	Provide affordable after school and holiday programme for working families Provide Social prescribing provision as part of Wellbeing Matters partnership	Support the regeneration of public green spaces Work with local people to maintain and use the natural spaces within their neighbourhoods	

Whilst last financial year we reported uncertainty due to the Age Well Tender process for the period 2023-24 we are in a good starting position with the income from the Annuity, confirmed contracts and improved management of the income generation from our children and families programme.

Structure, governance and management

The trustees are responsible for the strategic management and direction of the organisation. The day to day management is delegated to the Chief Executive. Board meetings are now held 4 times a year and sub- committees and task groups meet as necessary.

The organisation is made up of Elected and Nominated Trustees who are nominated by the named organisations as set out within the constitution – currently: Salford City Council and Salford University.

Inspiring Communities Together
Trustees' annual report
for the year ended 31st March 2023

The Board agreed to review the date of their AGM (the AGM originally was set for October each year) to enable members to receive information about what ICT has delivered in a timely manner. The AGM for 2022/2023 will take place in September 2022.

All Trustees are inducted by the Chair and Chief Executive and are provided with a Trustee Manual outlining their roles and responsibilities. Trustees complete a skills audit and are given opportunities for training. The trustees also complete an annual self-assessment tool (VIP dial). As part of the ongoing review of governance all Trustees will also now receive an informal 1-1 session with the Chair each year to discuss their performance.

The Charity is affiliated to the following organisations that provide advice, guidance and support:

- Salford Community and Voluntary Services (Salford CVS)
- Greater Manchester Centre for Voluntary Organisations (GMCVO)
- National Council for Voluntary Organisations (NCVO)
- Locality

The organisation is a charitable incorporated organisation, registered as a charity on 14th May 2014 in England and Wales.

The charity is constituted under a constitution 14th May 2014. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity. The liability of the trustees in respect of the guarantee is limited to £10 each.

The Charity Trustees have had due regard to the Charity Commission's guidance on public benefit.

During 2015/16 it was agreed by the Trustees to remove the financial benefit made to the Chair although the right to make payments to Trustees remains within the constitution. Currently all trustees give their time voluntarily. The Chair however receives a benefit in kind as their own Charities operate from the office space of ICT. Any expenses reclaimed from the charity are set out in note 10 to the accounts.

Related parties and relationships with other organisations

The Board of Trustees role is to ensure a benefit to the community of Charlestown and Lower Kersal and neighbourhood districts. To enable this to happen Trustees are actively encouraged to have a relationship with other organisations operating within the neighbourhoods. All elected trustees are local residents and may from time to time benefit from activity we deliver. Some may have key roles including board membership of other groups and charities within the neighbourhoods we deliver who may benefit from the work being carried out by Inspiring Communities Together including staff time and resources provided by the organisation other than financial. A Local councillor is allocated a position on the Board of Inspiring Communities Together as the nominated Trustee for Salford City Council. This may from time to time bring into conflict their role within the as a Trustee of ICT and their work within the neighbourhood and Salford City Council. A clear conflict of interest policy has been developed and all Trustees have signed their commitment to this way of working. A register of interests is held and conflicts of interest are a standard agenda item at all board meetings.

Remuneration policy for key management personnel

The pay of the senior staff is reviewed annually through the appointments and remuneration sub group. As a small Charity the Trustees have taken the decision to benchmark against pay levels set by NJC to reward employees fairly and recognise the diverse needs of the workforce alongside attracting, retaining and training people with the skills needed for the future. The Board took the decision to become a living wage employer and so all staff salaries have continued to be reviewed to reflect this.

Inspiring Communities Together
Trustees' annual report
for the year ended 31st March 2023

Risk management

The trustees have a risk management strategy which comprises:

- an annual review of the principal risks and uncertainties that the charity faces
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review
- implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The trustees have assessed the major risks to which the charity is exposed, in particular those relating to the operations and finance of the Charity, and are satisfied that systems are in place to mitigate their exposure to major risk.

Inspiring Communities Together
Trustees' annual report
for the year ended 31st March 2023

Statement of responsibilities of the trustees

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which 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 period. 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
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The trustees' annual report has been approved by the trustees on 15/11/2023 and signed on their behalf by

Mike Duddy

Chair

Independent examiner's report
to the trustees of
Inspiring Communities Together

I report to the charity trustees on my examination of the accounts of the company for the year ended 31st March 2023 which are set out on pages 29 to 50.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the company 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 your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company'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 company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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 accounts to be reached.

Catherine Hall FCCA DChA
Slade & Cooper Limited
Beehive Mill, Jersey Street, Manchester, M4 6JG

11/01/2024

Inspiring Communities Together
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2023

	Note	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	3	-	8,249	8,249	71,716
Charitable activities:	4	113,224	439,655	552,879	536,672
Investments	5	1,386	-	1,386	4,818
Total income		114,610	447,904	562,514	613,206
Expenditure on:					
Charitable activities:	6	65,017	437,157	502,174	602,801
Total expenditure		65,017	437,157	502,174	602,801
Net income / (expenditure) before net gains / (losses) on investments		49,593	10,747	60,340	10,405
Realised gains/(losses) on investments		-	-	-	-
Unrealised gains/(losses) on investments		-	-	-	(8,508)
Net income / (expenditure) for the year	8	49,593	10,747	60,340	1,897
Transfer between funds		(1,968)	1,968	-	-
Net movement in funds for the year		47,625	12,715	60,340	1,897
Reconciliation of funds					
Total funds brought forward		560,162	65,923	626,085	624,188
Total funds carried forward		607,787	78,638	686,425	626,085

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.
Comparative SOFA is on page 54 of the accounts.

Inspiring Communities Together
Balance sheet as at 31 March 2023

	Note	2023	2022
		£	£
Fixed assets			
Tangible assets	14	33,730	24,943
Investments	15	319,132	349,231
Total fixed assets		352,862	374,174
Current assets			
Debtors	16	38,992	30,756
Cash at bank and in hand	17	326,990	327,984
Total current assets		365,982	358,740
Liabilities			
Creditors: amounts falling due in less than one year	18	(32,419)	(106,829)
Net current assets		333,563	251,911
Total assets less current liabilities		686,425	626,085
Net assets		686,425	626,085
The funds of the charity:			
Restricted income funds	19	72,055	65,923
Unrestricted income funds	20	614,370	560,162
Total charity funds		686,425	626,085

The notes on pages 32 to 50 form part of these accounts.

Approved by the trustees on 15/ 11/2023 and signed on their behalf by:

.....
Mike Duddy (Chair & acting treasurer)

.....
Ruth Potts (trustee)

Inspiring Communities Together
Statement of Cash Flows
for the year ending 31 March 2023

	Note	2023 £	2022 £
Cash provided by/ (used in) operating activities	22	(19,244)	(20,830)
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		1,386	-
Proceeds from sale of tangible fixed assets		-	-
Purchase of tangible fixed assets		(13,235)	(24,943)
Proceeds from sale of investments		90,000	40,000
Management costs in investments		300	443
Purchase of investments		(50,000)	(80,100)
Cash provided by/ (used in) investing activities		28,451	(64,600)
Increase/(decrease) in cash and cash equivalents in the year		9,207	(85,430)
Cash and cash equivalents at the beginning of the year		327,984	413,414
Cash and cash equivalents at the end of the year		337,191	327,984
Represented in the balance sheet by:			
Cash at bank and in hand		326,990	327,984
Cash held by investment broker		10,201	-
		337,191	327,984

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2023

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following 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) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Inspiring Communities Together meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

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

The trustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

Notes to the accounts for the year ended 31 March 2023 (continued)

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

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

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

Notes to the accounts for the year ended 31 March 2023 (continued)

f Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of projects undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 6.

i Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated

Outdoor equipment	10%
Computer equipment	33%

Notes to the accounts for the year ended 31 March 2023 (continued)

j Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

k Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Notes to the accounts for the year ended 31 March 2023 (continued)

o Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 11. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included in note 8.

The money purchase plan is managed by NEST and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 0.3% and this is deducted from the investment fund annually. The trust has no liability beyond making its contributions and paying across the deductions for the employee's contributions. There were no contributions outstanding at the year-end.

2 Legal status of the charity

The charity is a charitable incorporated organisation, registered as a charity in England & Wales.

3 Income from donations and legacies

Current reporting period	Unrestricted £	Restricted £	Total 2023 £
Donations	-	-	-
Kickstart	-	8,249	8,249
HMRC Job Retention Scheme	-	-	-
Total	-	8,249	8,249
Previous reporting period	Unrestricted £	Restricted £	Total 2022 £
Donations	26,592	4,411	31,003
Kickstart	-	40,253	40,253
HMRC Job Retention Scheme	460	-	460
Total	27,052	44,664	71,716

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2023 (continued)

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2023 £
Community Support and Development			
Salford City Council-Annuity	-	90,000	90,000
Salford City Council	-	84,701	84,701
Salford CVS-Age Friendly	-	44,250	44,250
University of Salford	-	12,184	12,184
Third Sector Consortium	-	80,250	80,250
Langworthy	-	11,024	11,024
Social Prescribing	-	45,000	45,000
Tech and Tea	-	6,602	6,602
Salford CVS	-	34,452	34,452
GMCA	-	8,192	8,192
Veolia Environmental Trust	-	16,138	16,138
Childcare	108,794	-	108,794
Other income	4,430	6,862	11,292
Total	113,224	439,655	552,879

Previous reporting period	Unrestricted £	Restricted £	Total 2022 £
Community Support and Development			
Salford City Council-Annuity	-	90,000	90,000
Salford City Council	-	6,583	6,583
Salford CVS-Age Friendly	-	59,000	59,000
GMCVO	-	6,250	6,250
Third Sector Consortium	-	137,000	137,000
Langworthy	-	11,024	11,024
Social Prescribing	-	45,000	45,000
Salford Royal	-	14,995	14,995
Salford CVS	-	20,200	20,200
Postcode Neighbourhood Trust	-	19,572	19,572
Veolia Environmental Trust	-	18,651	18,651
Salford City Council	29,000	-	29,000
Childcare	77,095	-	77,095
Other income	2,302	-	2,302
Total	108,397	428,275	536,672

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2023 (continued)

5	Investment income			
	Current reporting period	Unrestricted £	Restricted £	2023 £
	Income from bank deposits	1,386	-	1,386
	Dividends received	-	-	-
		1,386	-	1,386
	Previous reporting period	Unrestricted £	Restricted £	2022 £
	Dividends received	4,818	-	4,818
		4,818	-	4,818

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2023 (continued)

6 Analysis of expenditure on charitable activities

Current reporting period		Total 2023	Total 2022
	£	£	
Staff costs	352,831	352,831	372,003
Project Costs	503	503	58,179
Training	4,446	4,446	6,179
Marketing	13,582	13,582	4,917
Premises	19,000	19,000	19,000
Running costs	16,057	16,057	55,451
Meetings & Events	-	-	988
Insurance	4,366	4,366	4,035
Equipment	27,554	27,554	50,570
Other expenditure	334	334	46
Depreciation	4,448	4,448	
Community Activities	54,271	54,271	26,490
Governance costs (see note 7)	4,782	4,782	4,943
	<u>502,174</u>	<u>502,174</u>	<u>602,801</u>
		2023	2022
		£	£
Restricted expenditure		437,157	536,721
Unrestricted expenditure		65,017	66,080
		<u>502,174</u>	<u>602,801</u>

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2023 (continued)

7 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Governance £	Total 2023 £
Accountancy services	Governance	4,594	4,594
Legal and professional	Governance	188	188
		4,782	4,782
Previous reporting period	Basis of apportionment	Governance £	Total 2022 £
Accountancy services	Governance	2,912	2,912
Legal and professional	Governance	2,031	2,031
		4,943	4,943

8 Net income / (expenditure) for the year

This is stated after charging/(crediting):	2023 £	2022 £
Auditor's remuneration - accountancy fees	1,365	1,365
Independent examiner's fee	475	475

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2023 (continued)

9 Staff costs

Staff costs during the year were as follows:

	2023 £	2022 £
Wages and salaries	325,599	346,204
Social security costs	21,413	20,501
Pension costs	5,819	5,298
Outsourced salaries	-	-
	352,831	372,003

No employees has employee benefits in excess of £60,000 (2022: Nil).

The average number of staff employed during the period was 21 (2022: 22).

The average full time equivalent number of staff employed during the period was 15 (2022: 17).

The key management personnel (KMP) comprise the trustees, Chief Executive Officer, Director of Operations (to Nov 2022), Ops Manager, Finance Manager (to June 2022) and Child & Families Ops Manager. The total employee benefits of KMP were £131,876 (2022: £157,720).

10 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or reimbursed expenses during the year (2022: Nil).

No members of the management committee received travel and subsistence expenses during the year. (2022: £nil).

Aggregate donations from related parties were £nil (2022: £nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2022: nil).

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2023 (continued)

11 Related party transactions

The charity has one wholly owned subsidiary:-

- Inspiring Housing Community Land Trust, a community benefit society, registration number 8335R with FCA.

Inspiring Housing Community Land Trust

	2023 £	2022 £
Comprising of the following;		
Assets	52,106	37,666
Liabilities	(15,243)	(17,300)
Share Capital	-	-
Turnover	38,972	27,086
Expenses	22,475	11,616
Profit/(Loss)	16,497	20,366

12 Government grants

The government grants recognised in the accounts were as follows:

	2023 £	2022 £
Salford City Council (Annuity)	90,000	90,000
Salford City Council	84,701	6,583
HMRC Job Retention Scheme	-	460
	174,701	97,043

There were no unfulfilled conditions and contingencies against these grants.

13 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

Notes to the accounts for the year ended 31 March 2023 (continued)

14 Fixed assets: tangible assets

	Outdoor equipment £	Computer equipment £	Total £
Cost			
At 1 April 2022	24,943	-	24,943
Additions	10,535	2,700	13,235
Disposals	-	-	-
At 31 March 2023	35,478	2,700	38,178
Depreciation			
At 1 April 2022	-	-	-
Charge for the year	3,548	900	4,448
Disposals	-	-	-
At 31 March 2023	3,548	900	4,448
Net book value			
At 31 March 2023	31,930	1,800	33,730
<i>At 31 March 2022</i>	<i>24,943</i>	<i>-</i>	<i>24,943</i>

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2023 (continued)

15 Investments

	2023 £	2022 £
Market value at the start of the year	349,231	313,264
Add: additions to investments at cost	49,700	84,888
Disposals at carrying value	(90,000)	(40,000)
Add net gain/(loss) on revaluation	-	(8,921)
	308,931	349,231
Cash held by investment broker pending reinvestment	10,201	-
Market value at the end of the year	319,132	349,231
Investments at fair value comprised:		
Equities	208,168	208,168
Fixed Term deposit	109,814	139,913
Cash held within the investment portfolio	1,150	1,150
	319,132	349,231

16 Debtors

	2023 £	2022 £
Grants/contracts receivable	16,138	-
Other debtors	13,108	29,327
Prepayments and accrued income	9,746	1,429
	38,992	30,756

17 Cash at bank and in hand

	2023 £	2022 £
Cash at bank and on hand	326,990	327,984
	326,990	327,984

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2023 (continued)

18 Creditors: amounts falling due within one year

	2023 £	2022 £
Grants received in advance	2,756	-
Other creditors and accruals	29,663	106,829
	<u>32,419</u>	<u>106,829</u>

19 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2023 £
Salford City Council Annuity	-	96,716	(147,204)	2,858	(47,630)
Tech & Tea	49,440	102,750	(73,068)	(22,399)	56,723
Tech & Tea (participants contribution)	15,204	6,602	-	-	21,806
Salford City Council Social Prescribing	3,487	-	-	-	3,487
Community Learning	-	45,000	(45,379)	-	(379)
Food Matters	(192)	-	-	192	-
Age Friendly	1,704	-	-	-	1,704
Langworthy Annuity	3,130	149,427	(139,430)	22,399	35,526
Kickstart	-	11,024	(8,166)	(2,858)	-
Live Well Postcode Lottery	(1,460)	8,249	(8,565)	1,776	-
Riverbank Park	4,165	46	(1,552)	-	2,659
Wellbeing Stay in Touch	(9,555)	16,138	-	(6,583)	-
	-	11,952	(13,793)	-	(1,841)
Total	<u>65,923</u>	<u>447,904</u>	<u>(437,157)</u>	<u>(4,615)</u>	<u>72,055</u>

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2023 (continued)

19 Analysis of movements in restricted funds (continued)

Previous reporting period	<i>Balance at 1 April 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers £</i>	<i>Balance at 31 March 2022 £</i>
<i>Salford City Council A</i>	(9,202)	90,000	(99,495)	18,697	-
<i>Tech & Tea</i>	68,898	137,000	(156,458)	-	49,440
<i>Tech & Tea (participa</i>	10,793	4,411	-	-	15,204
<i>Salford City Council</i>	3,487	-	-	-	3,487
<i>Social Prescribing</i>	9,842	45,000	(54,842)	-	-
<i>Community Learning</i>	-	-	(192)	-	(192)
<i>Food Matters</i>	1,704	-	-	-	1,704
<i>Age Friendly</i>	8,139	80,245	(85,254)	-	3,130
<i>Langworthy Annuity</i>	2,568	11,024	(28,371)	14,779	-
<i>Kickstart</i>	-	40,453	(41,913)	-	(1,460)
<i>Live Well Postcode Lo</i>	-	19,572	(15,407)	-	4,165
<i>Riverbank Park</i>	-	25,234	(34,789)	-	(9,555)
<i>Wellbeing Stay in Tou</i>	-	20,000	(20,000)	-	-
Total	96,229	472,939	(536,721)	33,476	65,923

Name of

restricted fund

Description, nature and purposes of the fund

Salford City Council is an annuity which is allocated to be spend on activities in the Charlestown and Lower Kersal Area.

Tech and tea is low level digital skills programme delivered in Chalk and surrounding districts for older people

Kickstart – Government funded scheme to support young people gain short term employment support to enable them to improve their chances of gaining permanent employment

Social Prescribing is a wellbeing intervention programme delivered in Swinton working with neighbourhood health practitioners

Live well post code lottery – grant to support the delivery of green and grow activity to improve health and wellbeing through environmental projects

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2023 (continued)

19 Analysis of movements in restricted funds (continued)

Ambition for Ageing is a lottery funded project to support older people to develop their own projects which increase health and wellbeing across three neighbourhoods of Salford

Riverbank Park – Grant funding to refurbish a local community park

Community Learning is a programme of work to increase confidence and skills of local people to help them move into further learning or employment

Salford CVS - Age Friendly Is the revision of the community asset programme. Recognising that the delivery will going forward focus on the wellbeing of older people across Salford

Wellbeing stay in touch – grant to support telephone support provision during covid

Deficits in restricted funds will be covered by future payments.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2023 (continued)

20 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	As at 31 March 2023 £
General fund	550,607	114,610	(65,017)	4,615	604,815
Langworthy Donation	9,555	-	-	-	9,555
	<u>560,162</u>	<u>114,610</u>	<u>(65,017)</u>	<u>4,615</u>	<u>614,370</u>
Previous reporting period	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	As at 31 March 2022 £
General fund	518,404	131,759	(66,080)	(33,476)	550,607
Langworthy	9,555	-	-	-	9,555
	<u>527,959</u>	<u>131,759</u>	<u>(66,080)</u>	<u>(33,476)</u>	<u>560,162</u>

Name of unrestricted fund	Description, nature and purposes of the fund
General fund	The free reserves after allowing for all designated funds
Langworthy Donation	To complete work in the Seedly and Langworthy Area

Notes to the accounts for the year ended 31 March 2023 (continued)

21 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	33,730	-	-	33,730
Fixed asset investments	319,132	-	-	319,132
Net current assets/(liabilities)	251,953	9,555	72,055	333,563
Total	604,815	9,555	72,055	686,425
Previous reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	24,943	-	-	24,943
Fixed asset investments	349,231	-	-	349,231
Net current assets/(liabilities)	176,433	9,555	65,923	251,911
Total	550,607	9,555	65,923	626,085

22 Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net income / (expenditure) for the year	60,340	1,897
Adjustments for:		
(Gains)/losses on investments	-	8,508
Dividends, interest and rents from investments	(1,386)	(4,818)
Decrease/(increase) in debtors	(8,236)	(5,250)
Increase/(decrease) in creditors	(74,410)	(21,167)
Net cash provided by / (used in) operating	(19,244)	(20,830)

Inspiring Communities Together
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2022

	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
Income from:				
Donations and legacies	27,052	44,664	71,716	42,158
Charitable activities:	108,397	428,275	536,672	469,387
Investments	4,818	-	4,818	3,786
Total income	140,267	472,939	613,206	515,331
Expenditure on:				
Charitable activities:	66,080	536,721	602,801	426,796
Total expenditure	66,080	536,721	602,801	426,796
Net income / (expenditure) before net gains / (losses) on investments	74,187	(63,782)	10,405	88,535
Realised gains/(losses) on investments	-	-	-	-
Unrealised gains/(losses) on investments	(8,508)	-	(8,508)	8,487
Net income / (expenditure) for the year	65,679	(63,782)	1,897	97,022
Transfer between funds	(33,476)	33,476	-	-
Net movement in funds for the year	32,203	(30,306)	1,897	97,022
Reconciliation of funds				
Total funds brought forward	527,959	96,229	624,188	527,166
Total funds carried forward	560,162	65,923	626,085	624,188

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

INSPIRING COMMUNITIES TOGETHER

England & Wales - Charity number 1157053

Accounts

Inspiring Communities Together

Report and financial statements
For the year ended 31st March 2022

Inspiring Communities Together
Reference and Administrative Details
for the year ended 31st March 2022

Charity number 117053

Registered office and operational address Innovation Forum
Frederick Road
Salford
M6 6FP

Trustees Trustees who served during the year and up to the date of this report were as follows:

Mike Duddy	Chair February 2017 – present
Lynne Marsland	Vice Chair February 2017 – present
James Eagle	Treasurer February 2017 – November 2021
James Kariuki	May 2018 - present
Ruth Potts	Secretary October 2016 – present
Ann-Marie Pickup MBE	October 2015 - present

Key management personnel Bernadette Elder Chief Executive
Lesley Connor – Director of Operations (August 2021 – March 2022)
Antonia Dunn – Operations Manager
Gerry Stone – Operations Manager Resigned September 2021
Carol Hyde – Child and Families Operations Manager
September 2021 – present
Eduardo Gonzalez-Morera – Finance Manager

Start well: Nadine Murray Early Years Manager
Gillian Green Early Years Deputy Manager
Dawn Whelan Early Years Worker
Janine Wallace Early Years Worker
Claire Clayton Early Years Worker
Sophie Murray Early Years Worker – contract end July 2021

Live well: Danielle Wright – Coordinator August 2021 - present
Lynne Holden – Development Worker Neighbourhoods
Abigail Collier – Development Worker August 2021 – present

Be well: Nicola O'Neill – Co-ordinator (June 2021 – February 2022)
Tina Tudor – Development Worker advice and guidance and training

Age well: Andrea Whelan Development Worker Older People
Lisa Berry – Development Worker Active Ageing – Resigned September 2021
Joanne Inglis Development Worker Digital
Freya Pigott Development Worker Digital October 2021 – present
Nicola O'Neill – Community Connector – Resigned June 2021

Bankers Cooperative Bank PLC
P.O Box 101
Balloon Street
Manchester
M60 4EP

Independent Examiner Catherine Hall FCCA DChA
Slade & Cooper Limited
Beehive Mill
Jersey Street
Manchester
M4 6JG

Inspiring Communities Together
Reference and administrative information
for the year ended 31st March 2019

The trustees present their report and the unaudited financial statements for the year ended 31st March 2022.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

The charity's principle objectives as set out in the constitution are:-

- To develop the capacity and skills of those who are socially and economically disadvantaged, by working with individuals and groups who live or work within the neighbourhood of Charlestown and Lower Kersal (CHALK) and neighbouring districts
- To work with individuals and groups within these neighbourhoods to help them make a difference locally

The Core Charities activities are:

- To work with individuals to support them to value where they live – micro and formal volunteering through environmental activities
- To develop and run programmes of activities with a focus on health and wellbeing supported by a network of volunteers
- To provide individual with the knowledge, skills and confidence to make a difference to their own lives enabling to share with others they know – peer message givers

Vision – A place where everyone has the opportunity to achieve their full potential and participate in making a positive difference to their neighbourhood (amended March 2018)

Mission – We will achieve positive outcomes for local people based on the knowledge understanding and information that the community have about their area, through empowering individuals and groups to release their potential to develop their own solutions.

Values –

- We will be accountable to and representative of the local community
- We will be innovative and provide value for money in our approach to deliver of every- thing we do
- We will value all volunteers, staff and members of the organisation

What difference do we want to make?



Inspiring Communities Together
Trustees' annual report
for the year ended 31st March 2022

How do we know we are making a difference	What is the difference we are making
Specific aims • Improve capacity and skills to feel more confident to try new things • Improve self-confidence to get involved and make a difference (volunteering) • Nurture networking and share experiences	• Strengthening local voices • Improving people's lives • Creating better places to live

Measuring out impact

As a neighbourhood-based Charity we recognise the importance of understanding and acting on the voice of those we work for and with. We have therefore established an approach to measuring impact and outcomes both internally and with our wider stakeholders.

- **Community** - Annual community consultation exercise using the Outcomes Star framework helps us understand how local people feel about where they live
- **Stakeholder** – Annual survey provides an understanding of how well those we work with and for feel we are achieving against our vision, mission and aims
- **Trustee/managers** – Annual self-assessment provides our internal assessment of our strengths and weaknesses and provides a structure and focus for improvement.

Strategic Links

We continue to recognise our role as a place based charity in supporting Salford to delivery on strategic priorities. Salford Council has a vision to create '**A fairer, greener and healthier Salford**'. To help achieve this vision they have identified some key priorities to tackle the problems people in Salford are currently facing, the Great Eight. Through our programme of work we can demonstrate we are helping to achieve all the eight priorities.



In developing our 2021-2022 delivery plan we both reflected on our learning from the Pandemic and reviewed/developed our strategic

priorities:

Through the changing world of the Pandemic we:

- **Recognised** the value and support needs for our own workforce who have had to adapt to new ways of working, new roles and working from home.
- **Redesigned** our approaches to connecting with local people through social media and online along with telephone and face to face work
- **Reframed** our working practice to focus on health and wellbeing of both individuals and the neighbourhoods in which we work.

Inspiring Communities Together Strategies

- Children and Families (new)
- Environmental (updated)
- Learning (updated)
- Age Friendly (updated)

Inspiring Communities Together
Trustees' annual report
for the year ended 31st March 2022

- Wellbeing (new)

Alongside the above strategies we have also been working on a digital maturity plan – moving the organisation from a paper based model to digital first.

Set out below is the approach we set ourselves for 2021-2022

People early years provision and community learning	Place and voice: environmental and community engagement activity
Overarching: partnership working	

Structures we engage with

We continue to recognise the importance of engaging with as wider a partnership as possible both to gain knowledge and skills to improve our own delivery but also to share our learning with others.. Based on our current programme of work we are engaging with:

National	Greater Manchester	Salford	Neighbourhoods
Social prescribing network Centre for Ageing Ofsted	GMCVO GM Ageing Hub Greater Manchester Sports	Salford CVS Vocal Leaders Equalities Board 3 rd Sector Consortium Social prescribing steering group Social Value Alliance	Resilience Forums East Salford Community Committee Neighbourhood Management

Delivery plan 2021 – 2022

As with all years since we established ourselves as a Charity our overarching approach is based around **People, Place and Voice**. We have also over the past few years recognised that the power of the work we do has a focus on a lifecycle approach enabling people to age well throughout their lives we achieve this by:

- Supporting our younger members of the neighbourhood to have the best start in life
- Providing opportunities for people of all ages to develop and grow and ensure that they are equipped to improve and enjoy their own neighbourhood
- Continuing to lead the delivery of Age Friendly Salford ensuring older people have a voice and can stay healthy and well within their own neighbourhoods.

Inspiring Communities Together
Trustees' annual report
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Set out below is the programme of work we set ourselves for 2021-2022

The Year in Summary:

As with our last Trustee report this report is written at a time in history which we never expected to experience and one where innovation and testing new approaches has never been more real.

Our 2021-2022 delivery plan was approved by the Board in March 2021 and we set out to move from the full impact of the pandemic to embedding our new ways of working whilst continuing to review, test and learn from these approaches to support both our workforce and those we connect with through our programme of activity.

We set our new strategic objectives, either reviewing existing or developing new strategic documents to drive the work. Alongside this a staffing structure review took place and new posts were created and recruited to – some of these are working well whilst others have been reviewed and not replaced if staff have left.

Our learning from the Pandemic has highlighted that people want choice and so we have established a blended approach to our delivery. For some people going out is either not an option or they are still not ready to do so, for others they choose to do both community activity whilst having the flexibility to log onto a virtual activity at short notice.

As Covid-19 restrictions started to be lifted we moved to more face to face delivery – starting with access to green public spaces.

We recognised the value of green spaces as we moved out of the pandemic and therefore invested resources in making sure we could provide access to good quality green spaces:

- The board had previously approved investment in creating an outside classroom at the nursery and despite a number of delays this work was finally completed in 2022
- One local park had been closed by the council as it was considered not safe to use. Working with children from the after school club and local residents a bid was submitted to funders to carry out the repair and improvement work needed. <https://youtu.be/-kyPG9xz6X8> This work was completed in Sept 2021 and the park reopened as part of the AGM.
- The development of a weekly walk and talk programme has brought people from all ages together to share public greens spaces and spend time talking to each other again. This short video shares the experience of some of those people <https://youtu.be/ni6RviVfdqM>
- Re-established our green and grow intergenerational project at Sports Village transforming area with planters of sensory herbs and vegetables. Flowers have been planted to attract butterflies and bees. The nursery children continue to enjoy engaging with the older volunteers at the group.

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for the year ended 31st March 2022

Our programme of face to face activity started in trusted community buildings and finally back into a variety of community spaces, moving our model back to going where people are rather than expecting them to come to us.

Tech and Tea and Brew and Chat were our first community based programmes for delivery in the community.

During the Pandemic we had offered a check and chat call – as the lockdown restrictions were lifted and our partners who sign posted to this provision moved back to their day jobs the number of people requiring a check and chat had started to reduce although we still made 542 chat and check phone calls during the year providing 103 hours of telephone support.

Those individuals who were still receiving a chat and check call were invited to attend our in person brew and chat sessions in neighbourhood gateway buildings by the end of the year 63 people had attended a wellbeing brew and chat. This model of wellbeing is continuing to develop and we now have partners signposting people into the provision we will therefore continue this during 2022-2023. Our initial approach also including access to our advice and guidance worker with 20 people helped. We are now reviewing this approach as our advice and guidance worker has now moved to our family and children programme of work as we look at ways to support families during this difficult financial times.

*“Just chatting to other people makes it easier to cope with what’s going on
as you are not on your own.”*

Tech and Tea (funded through Age Friendly Salford) is our low level digital programme aimed at older people. During the pandemic this moved to an at home model but as we have moved out of the pandemic we have moved back to a community focus but continuing to offer at home for those who are unable to attend in the community. By the end of the year we had delivered support to 285 older people and were offering access to sessions in all neighbourhoods of Salford.

We have through-out the pandemic offered access to affordable child care and family activities both face to face for key workers and virtually for those families at home. This year we have been able to extend the number of children who can access the setting and as with all other areas of work we have support the staff and children/families to move back to a building based model of delivery. The Trustees continue to recognise the value of providing support to children and families despite the funding gap. This year we have invested in a new role of Operations Manager (Children and Families) to support the current staff team to develop a less traditional approach to child care and developing a family first approach whilst continuing to offer good quality early stage learning for the children.

Alongside our strategic work on the environment the team has been expanded and started to develop both a neighbourhood and individual approach to valuing green and blue spaces. Our Green Champion model has been co-designed with the children from our after school provision and will provide the framework for our delivery during 2022-2023.

We have not been able to expand our learning offer as widely as we had hoped but have instead invested in developing our programme and testing the model with our Kickstart Placements. The learning from this will form the framework for our volunteer plus offer going forward.

During the Pandemic we identified the need to be more explicit about our wellbeing offer and set out to define this work. We established the role of Wellbeing Co-ordinator to oversee the

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implementation and take the lead on the delivery and development of key areas including our stay in touch (chat and check calls), Working Wardrobe and information, advice and guidance. This year has given us time to understand what has worked and where going forward we can make improvements. The Wellbeing coordinator was successful in securing a role with the Age Friendly Salford Team and therefore going forward this programme of work will be embedded in our wider delivery.

The majority of our staff are from the local Central Salford (CHALK) neighbourhood and are our biggest asset as well as members of the local community. We have continued to invest in our staff health and wellbeing and personal development:

- continued to provide individual weekly contact (via Zoom and in office-working bubbles)
- continued to facilitate a weekly (Wednesday) Wellbeing team meeting based on the 5 ways to wellbeing
- launched a new free employee assistance telephone counselling service
- purchased an online learning platform for our childcare workers
- Developing a blend of work-based, community and home working model whilst ensuring staff members are support through regular face to face, virtual and telephone support
- Reviewed and update where necessary our Covid safe working procedures
- Invested in the recruited new staff to the team
- Invested in staff personal development –
 - o Live Well Co-ordinator attended Team Leadership and development training
 - o Secured places on the Common Purpose Leadership programme (<http://commonpurpose.org/uk>) for 2 members of staff
 - o 4 Kickstart trainees completed the GM 100 leadership programme ([GM100 | Leadership programmes | Common Purpose](#))
 - o 7 staff completed basic first aid and fire safety qualifications
 - o 4 staff completed paediatric first aid courses
 - o Our Operations Manager started Understanding Data Protection and Security level 2 qualification ([Hopwood Hall :: Certificate in Understanding Data Protection and Data Security](#))

During the Pandemic we recognised the value of digital first:

- Creating virtual programmes
- Staff using our CRM system for data capture
- Use of alternative digital channels to communicate with users
- Improving our digital equipment for staff
- Reviewed and improved our approach to GDPR/data security

Working with Salford University we started on our digital maturity exercise:

- Recognise that our digital strategy is not yet fully formulated
- That we have now developed a digital mindset across the organisation both staff and Trustees
- Whilst we are using social media there is still work to do to fully maximize social channels
- We have a variety of data processing systems in place but are we clear what works and what does not

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Through this initial work we now have a framework for our organisational digital strategy with measurable actions. The next stage of this work will take place during 2022-2023.

By the end of quarter four we had seen a huge increase in engagement with our Facebook page with 546 followers (up from 513 last quarter) and a quarterly reach of 7756 which is an 107% increase on the previous quarter. Our follower numbers on Twitter have gone up to 1532. Posts from across the teams are doing well to promote our work and engage with local people. Going forward we will be developing an annual campaign calendar to ensure our use of social media links to GM and national themes to further improve our use of digital.

As in previous years our approach to delivery is always CHALK and Seedley and Langworthy first whilst exploring further opportunities to expand our approach across other neighbourhoods of Salford. Our larger externally funded contracts were due to end in March 2022 but we have been fortunate enough to secure extensions on these

- Wellbeing Matters extended until March 2024
- Age Friendly Salford extended until September 2022 (this work went out to tender in January 2022 and we have been shortlisted for interview in May 2022 for a five year contract)
- Tech and Tea extended until September 2022 (this work and the funding attached will form part of the age well city wide tender in January 2022 which we have been shortlisted for)

During this delivery period we have also secured additional funding to work across Salford:

- Stay in touch (funded as part of Age Friendly Salford and wellbeing grant through Salford CVS, additional funding was provided by Salford City Council for this work)
- £20,000 from The People's Postcode Lottery to support our environmental programme of work. This will fund our development work and provide some engagement activity funding until March 2022
- £500 from Ambition for Ageing for the Green and Grow Group at Sports Village to purchase new equipment
- £500 from Ambition for Ageing for outside seating and planters in the Seedley and Langworthy area. This will complement work with RHS Bridgewater who are providing apple trees
- £5,000 Salford City Council #matters to me engagement exercise including producing a report of findings and short video

Our AGM was held on the evening of 22nd September to coincide with the re-opening of Riverbank Park. The event was well attended by members, and children from the after-school club. The formal AGM was followed by a community event with circus skills, face painting and nature-based arts and crafts for anyone in the local community to enjoy. We also provided 50 evening picnic bags. The annual report [Annual-Report-2021.pdf \(inspiringcommunitiestogether.co.uk\)](https://inspiringcommunitiestogether.co.uk/Annual-Report-2021.pdf) was launched at the event and then subsequently delivered to 5000 homes in the neighbourhood as in previous years.

After a period of learning from the pandemic and defining what the new normal would look like this period 2021-2022 has provided the time to embed our strategic approach. What we had not factored in was the time to enable our new staff to understand and develop their own work programmes to deliver against our strategic priorities. Through-out this delivery period we have reflected on what is working and what needs to change,. This has meant for some of our staff a

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Trustees' annual report
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period of change and adjustment to new management styles. The recruitment and then early loss of our new Director of Operations had an impact on moving forward with our one team approach, but we have now recruited a new member of staff to this post and expect this model to be embedded by the end of 2023.

As in previous years our teams have continued to deliver a programme of work and meet the majority of our delivery plan priorities (the impact of the pandemic has again meant we have not achieved all our aspirations for the year)

Financially we have continued to securing income to cover our programme of work and once again been able to invest in our financial reserves. We wait to hear the outcome of our tender for the age well programme and if not successful will once again have to review our planned work and staffing structure to reflect this loss of income. We continue our model of securing external funds for key pieces of work and have already started to look at opportunities for 2022-2023.

Sadly our long serving Treasurer died which has been a considerable loss to the Charity and will be hard to replace.

As with every year since the start of our journey from a regeneration programme to an established Charity we have reflected on what we have learnt, ensured a good strategic framework is in place and set an annual delivery plan for our priorities for the year. We go into the next financial year in a strong position both strategically and financially.

Our programme of work

Although our Charity has expanded the neighbourhoods we can work in (our charitable objectives now recognise that our work is delivered wider than just Charlestown and Lower Kersal (CHALK). We do however remain true to our initial priority of supporting CHALK first through the Annuity funding whilst continuing to use the learning from this work to seek and secure resource opportunities which provide added benefit to the Charity and wider neighbourhoods of Salford and where appropriate Greater Manchester.

Start well – Children and Families	Ensure all children in CHALK have access to the best possible start in life, with support to meet their developmental and educational milestones and become confident and capable learners ready to start school
	Recognising that for many families everyday life can be a struggle. We want our parents/carers to feel able to see information, advice and guidance from us to support them to help meet their child's needs and aspirations as they grow and develop
Live well – Environmental and Learning	We will support the delivery of resilient neighbourhoods where individuals value both where they live and their neighbourhood public green spaces
	We will support people within our communities to develop and engage in learning programmes that work for them
Age well – Age Friendly Salford	We will lead a programme of work which enables older people to have a voice and feel valued within their own neighbourhoods

Inspiring Communities Together
Trustees' annual report
for the year ended 31st March 2022

Underpinning our work is our ongoing commitment to wellbeing of staff, volunteers, Trustees and the people we work with.

Our wellbeing policy sets out the following principles:

Support –

- **Providing** a supportive environment to enable individuals to raise concerns about their mental health
- **Ensuring** our organisational culture is support to everyone

Maintain –

- **Providing** resources and opportunities for individuals to look after their own wellbeing
- **Ensuring** we follow our organisational policies and procedures to maintain a good work/life balance

Prevent –

- **Providing** individuals with skills and knowledge to support their own wellbeing
- **Ensuring** our organisational culture supports wellbeing of all

Measuring our organisational impact

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Alongside our monthly monitoring and reporting processes we spend time each year look both internally and externally at how well the Charity is delivering against its vision, mission and values.

Trustee annual review

Through our internal self-assessment the Trustees annual review our Charitable strengths and weaknesses against eight themes. The collective scores for each theme are set out in the table below bench marked against the previous year scores.

Theme	2014	2015	2022
Creating Impact	7	5	6.5
Income	7	7	8
strategy	8	5	8
learning	7	6	8
Leadership and governance	8	4	4.5
People	8	6	8
Managing resources	8	6	8
Communications	6	6	6

*As can be seen the Trustees had a gap between **2015 and 2022** due to some challenges within the board which needed to be address and then the impact of Covid. For nearly all themes there was a slight improvement from the last time the exercise was carried out but for most themes this brought the scores back to the first time the exercise was carried out.*

- The 8 score defines a mostly good practise for nearly all themes: ***The methods used in our core work are known to be effective but there are a few weakness areas.***
- The 6.5 score for Creating Impact and 6 for Communications defines an adequate practise. ***The organisation complies with basic minimum standards***

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- The 4.5 score for Leadership and Governance defines as some awareness. ***The organisation is not effective in this area of work but there are a few examples of good practise***

The results of this exercise will now provide the management Team and Trustees with a framework for improvement over the next two years which will provide time to develop work for improvement across the key areas identified as needing improvement.

The follow report looks at what the charity has achieved and the outcomes of its work in the reporting period. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help.

Alongside our Trustee internal self-assessment the Board carry out a stakeholder survey both internal (themselves and staff) and external partners we have worked with over the past year. The collective results of this review helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes. The results of this exercise will be published at our AGM in September once all the data has been collated.

Community consultation

As we have done since 2011 during quarter three we carried out our annual community consultation to help us understand how people feel about where they live. In total 243 people completed the questionnaire:

Demographics

- 51% were female and 48% male
- 75% described themselves as White British, 8% as Black/Black British, 9% as mixed/multiple ethnicities, 1% as Asian/Asian British, 1% as other ethnic group with 6% of respondents preferring not to answer this question.
- 9% were aged 17 and under, 7% were aged 18-24, 37% were aged 25-54, 36% were aged 55-74 and 11% were aged 75 and over

Results

The neighbourhood consultation showed some small improvements on last year's results:

- People were feeling slightly more connected to others in their community (**63%**, up from 61% last year).
- More people said they were making healthy choices (**56%**, up from 54% last year).
- **66%** told us they were making greener choices (up from 64% last year)

There were also a couple of results of concern:

- *The downward trend has continued in response to the question asking "how safe do you feel in the local community?" This year only 40% said they felt safe or mostly safe. Last year the number was 48%, the previous year 66% and three years ago this was 70%.*
- *Only 49% of respondents in the neighbourhood consultation told us they are trying new activities or learning new skills (down from 63% last year).*
- *People felt they had less opportunity to be active to their community (only 30%, down from 38% last year)*

In response to the question about the continuing impact of the pandemic:

- 16% of respondents said that the pandemic was not impacting on their health and wellbeing, up from 7% last year.

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- We have seen a significant reduction in the number of people continuing to feel socially isolated, 8% this year down from 28% last year.
- More people this year (65%) were worried about the health of family and friends (53% last year) and slightly more (39%) were worried about their own health this year (37% last year).
- There was a small decrease (23%) in the number of people who said they still couldn't access the resources needed to manage their physical or mental health. (26% last year).

Achievements and performance

This report is written during a period of reflection, redesign and refocus. As already stated above

- Strategies have been reviewed, updated and new ones written
- Staff structures have been redesigned and new staff recruited (moving to a middle management approach for teams)
- Focussing our work around wellbeing underpinned by our commitment to work in partnership where ever possible
- Embedded our living with Covid plan to include a blended approach to working

At the start of this delivery period staff were mainly still working from home and the majority of our work was delivered virtually (our child care provision remained open). We did however during quarter one start some activity out in the community our **walk and talk** and **green and grow** were the first face to face activities and **tech and tea** in the community quickly followed. Throughout this first quarter of delivery we continued to use social media as an engagement tool which resulting in just under 15,000 people connecting with us via Facebook.

During quarter two we started to see a steady increase in delivery out in the community and staff spending more time in their place of work. As our new staff team starting in their roles we were able to:

- implement our strategic models for the Livewell team
- recruited six Kickstart Placements
- reintroduced our student nurse placements.

Quarter three again brought challenges and opportunities as Omicron started to affect our staff team and impact on our community delivery. We were however able through the safe working measures we had in place to continue with some community delivery and started:

- community wellbeing groups in community buildings
- extended our delivery of tech and tea
- maintained our outdoor programme of walk and talk and green and grow.

During this period of unknown the management team focused on developing contingency plans in case we moved back to a full lockdown and needed to reintroduce a full programme of virtual activity (this approach has not stopped as some people prefer this model to going to a community venue).

The Trustees endorsed our "Digital First" plan and the first stage of investment took place:

- All staff were provided with new laptops
- the organisation migrated to Microsoft office 365
- extensive work took place to review our GDPR data security and data protection policies and procedures.

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This work was a priority to ensure we were in a strong position to bid for the Age Well Tender which was extended in December 2021.

The final quarter of this delivery period:

- our Operations Director and Wellbeing Coordinator moved on to new opportunities. This gave us time to once again review our future structures and took the decision to only recruit for a Director of Operations who will start at the end of April.
- going forward wellbeing will be embedded in all our work programmes with all managers taking responsibility for ensuring delivery.
- we continued to review our working practises and this quarter produced our *Living with Covid Plan* which: *Building on learning and feedback from staff the focus will be on face to face delivery and working from individuals core place of work with reduced amount of working from home time.*
- we updated our blended and flexible working policies.

Our work in practise

Our core delivery across Charlestown and Lower Kersal and Seedley and Langworthy continued to increase with the Green and Grow group, Walk and Talk, Tech and Tea, brew and chat and community litter picks ongoing from last quarter. All with a focus on health and wellbeing and helping people start to move back into community activity.

We continued to maintain an element of virtual activity mainly through our city wide Age Well work which is still well supported by older people, some of who attend both virtual and in person activity, whilst others still prefer to only attend the virtual programme.

The Gateway and Library services have been key to helping with the delivery of activity both by providing safe spaces but also identifying people who would benefit from the programme of activities.



Prior to the Pandemic we had plans drawn up to create an outside classroom at Yogurt Pots. This work has been completed during this quarter and now provides a valuable additional resource to encourage the children to spend more of their time outside whilst continuing learning new skills.

Improving Individual Health and Wellbeing – community

- 542 chat and check phone calls made
- 103 hours of telephone support provided
- 63 people attended a wellbeing brew and chat
- 20 people helped with IAG advice

“Just chatting to other people makes it easier to cope with what’s going on as you are not on your own.”

*“I just wanted to phone you to let you know I have my PIP back.
Thank you so much for your help. I can sleep easier now.”*

For the 2021-2022 delivery period we started to test our approach to addressing wellbeing:

- Recruiting a wellbeing co-ordinator to develop the model
- Setting up a programme of work including a working wardrobe and brew and chat wellbeing sessions
- Moved the advice and guidance worker into the wellbeing area of work
-

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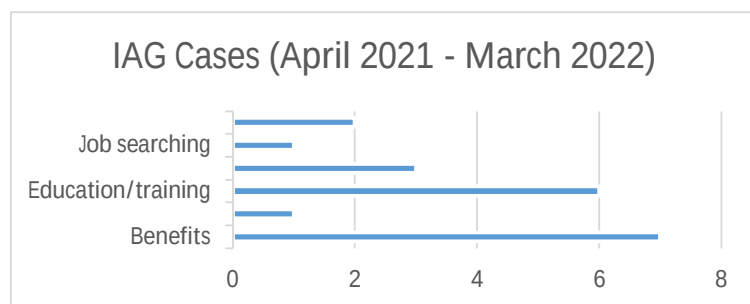
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Working Wardrobe: is a national tested model, supporting people with the right clothes and styling support to give individuals the confidence they need to making the best first impression to be successful in getting securing a job. Greater Manchester already has models operating and each model has a slightly different approach. We set out to deliver a *test and learn* pilot to establish if providing: **learning opportunities, holistic support and the right clothing** and **styling support** can help people to further develop themselves, build their self-confidence and improve their own live chances. Although the project started Our plans to develop a working wardrobe model were unsuccessful in securing the funding required and although we tried to develop the model on limited resources it was clear this was not going to work. Towards the end of the year our Wellbeing Coordinator successfully secured a role with the Age Friendly Salford Team and this felt that the time was right to put the project on hold.

Brew and Chat: As we started to move out of the pandemic and were able to meet people in person we started to test our brew and chat model in neighbourhood gateway centres, initially encouraging those people who had received check and chat calls to meet in person. This model has grown over the test phase and now takes referrals and is a key element of the age well work as we start to embed wellbeing across the programme.

Advice and guidance: We have continued to offer an advice and guidance provision through telephone, virtual and face to face. We recognise that advice and guidance support fits with three key elements of our work:



- Families who are struggling to manage their financial resources
- Individuals where wellbeing is being affected due to needing some element of advice and guidance
- Older people who are struggling with fuel poverty and accessing eligible benefits

Wellbeing Case Study

Mr A was referred to the wellbeing group via the Stay in Touch service when he was isolating because of Covid and he was feeling very vulnerable as he lived alone with his dog and told us he didn't have many friends. Mr A was a heavy smoker and he admitted that he also smoked cannabis.

In one of the sessions, we talked about how making small changes to your life can help you feel better. Inspired by the take notice and be active sessions, he started to take his dog on walks to different areas. ***"I'm really enjoying spending time outside with my dog, we both enjoy the fresh air!"***

After a few weeks, Mr A told us he has quit smoking cigarettes and cannabis and that he was feeling much better in himself, he even treated himself to a haircut with some of the money he had saved. The group members were all incredibly supportive and proud of him for quitting these habits, Mr A said ***"thank you everyone for your support and encouragement."***

Mr A told us ***"I am going to save the money I used to spend on cigarettes and cannabis and use it to visit my mum and dad who live overseas, once the covid travel restrictions end. I haven't seen them in ages. I wouldn't have been able to afford it before but thanks to this group I am healthier and wealthier!"***

Improving Individual Health and Wellbeing - staff

- Launched a new free employee assistance telephone counselling service
- Facilitated weekly (Wednesday) Wellbeing team meetings based on the 5 ways to wellbeing
- Offered a blend of work based, community and home working and ensured staff were supported through regular face to face and telephone contact

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Start Well: Children & Families



We will work to ensure all children in Charlestown and Lower Kersal have access to the best possible start in life, with support to meet their developmental and educational milestones and become confident and capable learners ready to start school.

We recognise that for many of our families, everyday life can be a struggle. We want our parents/carers to feel able to seek information, advice and guidance from us to support them to help meet their child's needs and aspirations as they grow and develop.

The pandemic has had a negative impact on the financial viability of our child care offer. The Trustees have however continued to take the decision that the delivery of this provision is a priority for the Charity and therefore financial resources have been allocated from core funds to cover the shortfall.

Whilst numbers of children attending started the year very low and it has taken some time to increase attendance at our early years provision we have ended the year with all places booked and a waiting list starting to be created. Our after school provision is also now seeing an increase in numbers, and our holiday programme has never been more popular – this is clearly an indication of the new homes being build in the neighbourhood and the increase in working families requiring after school and holiday care for their children.

We have provided affordable, quality childcare:

- 1859 Childcare places
- 2553 Afterschool club places
- 586 Holiday club places
- 15 children assessed as “school-ready” at the end of the academic year

“We would like you to think about your experience of Yogurt Pots childcare. How likely are you to recommend us to friends and family if they needed childcare (nursery, after school club, holiday care)?”	
Extremely likely = 78% Likely = 22%	<i>“Lovely environment great staff and my child loves it.”</i> <i>“Really took the time and patience to help our child settle in.”</i> <i>“Nursery staff is amazing, very friendly. My daughter looks forward to go there every time. She always comes home with a new song or new activity she learnt.”</i>

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We continue to support a programme of family activity during school holidays. Whilst numbers are still low those attending gain a great deal from the opportunity as the majority of those attending English is not their first language. The activities encourage families to work together and the after school children also take part. In total this year over 200 children and their carers attended our Family Friendly activities delivered in our amazing green spaces in the neighbourhood during the school holidays. Activities included:



- Olympic Family Sports Day (Salford Sports Village)
- Unicorn Hunt (Wetlands)
- Butterfly Hunt (Riverbank Park)
- Chalk drawing competition (Yogurt Pots)
- A-Z Nature Hunt (Wetlands)
- Movie Quiz (Yogurt Pots Garden)

"It's great to be outside enjoying the fresh air. We have missed these activities. Can't wait for the summer ones!" (Parent)

"I've loved having a nice walk round the wetlands with my son's friends." Parent

Start Well case study

Vanessa is one of our longest attending children, having joined Yogurt Pots when she was only nine months old. She has been with us for over three years, attending 9am – 3pm Monday to Friday during term time even through the lockdowns (as her mum is a key worker). We have been there for all of her early life achievements such as learning to crawl, walk and talk, and most recently, assisting her with her toilet training. We have worked well with Vanessa and her mum to ensure she is "school ready" for her transition to primary school. Vanessa met all her milestones while with us and is an independent, sociable and confident child, interested in learning and we believe she has had a great start to her life.

Despite mum finishing work at 3pm, she has enrolled Vanessa into our after-school club so she can continue to see her friends and develop her social and interpersonal skills with us.

"I would like to thank you all from the bottom of my heart, you have all been such an amazing support for me and my children, and with all my family living aboard it has been lovely knowing I have you ladies to rely on. Thank you so much."

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Live Well: Environment & Learning

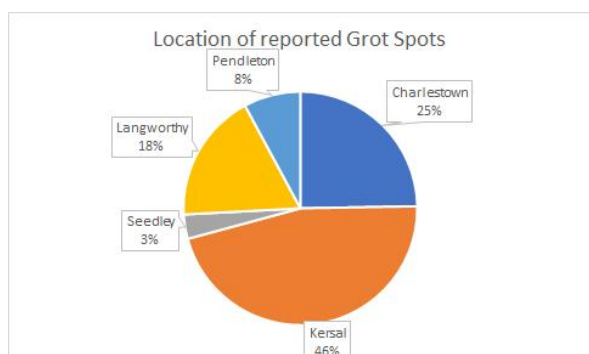


Support the delivery of resilient neighbourhoods where individuals value both where they live and their neighbourhoods' public spaces

Support people within communities to develop and engage in learning programmes that work for them

- 89 environmental engagement activities delivered
- 135 environmental volunteering hours recorded
- 216 bags of litter collected and removed
- Riverbank Park – refurbished with a grant from Veolia and the Council Neighbourhood Management Team and reopened on 22nd September 2021
- 5 Green champions recruited
- Junior Green Champions programme co-created with primary school children attending our after school club at Yogurt Pots
- Six Kickstart placements created
- 535 formal learning hours delivered
- 5 qualifications achieved
- 2 young people secured employment
- 993 hours of learning for student nurses on placement with us

During the lockdown period of the pandemic neighbourhoods started to see an increase in fly tipping. In July 2020 following the lifting of some restrictions our development workers started to resume activity in neighbourhoods. Addressing grot spots;



working with the community 28 grot spots were reported in Seedley and Langworthy representing 21% of the number of grot spots across the wider Central Salford area recorded by the development workers.

Our team worked closely with environmental services, the neighbourhood management team, housing providers, landlords and residents to report and resolve these issues and all rubbish was cleared within 2 – 7 days of reporting

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We have been able to restart our programme of school litter picks. The children were all presented with Green Champion Certificates at the school assemble which also included a talk on the negative impacts of litter and a quiz about the natural environment.



Feedback from the teacher was that the children enjoyed the session and it was really encouraging to see the children looking after the environment where they live.

Working with the children from the after school club we have developing our young green champions model which will include environmental activities and work books for the children to complete. It is planned that this model will be delivered in the primary schools next year.

We were asked to support Salford City Council investigating recycling issues to highlight trends in recycling issues including

- People had highlighted the “Report it” website was not accessible so a project our Kickstart placement work on was to create a short questionnaire to gain feedback to identify if any changes can be made. The council are now working through the results and starting to put in place changes.
- Explored the distribution of recycling information in different languages as part of the weekly litter picks in the Charleston area
- Worked with local Councillors and Neighbourhood Management to monitor long-term *grot spots* and develop targeted programmes of work.

Report It Survey: Our two (Kickstart) environmental assistants worked with Salford City Council’s IT and marketing departments to create an online survey, which was distributed for two weeks in February, gaining 169 responses from local residents (target set by SCC was 50).

Key findings:

- 70% of respondents had heard of the ‘Report It’ system before
- 80% of respondents reported that they felt confident using the ‘Report It’ system
- Survey analysis identified that there is a demand for better feedback when reports are submitted and a limited awareness that residents can also use @SalfordCCHelp to report issues via Twitter
- Survey respondents provided comments about how the current system operates and suggested improvements they’d like to see including auto-filled details, changes to the system including categorisations and mapping which would improve ease of reporting, experiences with technical issues and feedback suggestions.

A member of the IT department said,

“We’ll use the findings to continue to improve our digital offering and also feed it into a number of key projects that are underway.”

We have shared these findings on our [website](#) and promoted the story via our social media to ensure that people who took the time to complete the survey know how the council is responding.

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Riverbank park: After receiving grant funding from Veolia and match funding from Salford City Council to refurbish Riverbank Park, the park reopened on 22nd September to the public.

Walk and Talk: We developed an approach to using outside green public spaces during the pandemic giving the collective name to all our activity as Walk and Talk. The majority of these activities are delivered through our Age Friendly Salford work but we have also started to deliver walking for the younger age group through the Livewell team. Walk and talk activity included: Kersal Wetlands/History walk, Peel Park and Albert Park. The group have also started to introduce litter picking as part of the walk once a month.



One younger member explained that the walks have helped with her symptoms of depression.

Learning

We were delighted to this year restart our short placement programme working with the Nursing degree programmes at Salford University. We offer 2 weeks community-based placements to students to give them an insight to the variety of health and wellbeing support provided by the voluntary sector.



Students are supported to work at Yogurt Pots providing wellbeing activities for the after-school club children and coffee mornings for parents.



DWP Kickstart scheme: Funding to support 6-month placements for 16 to 24 year olds on Universal Credit who are at risk of long term unemployment.

Working with the Growth Company we created six placements (childcare assistant x 2, environmental assistant x 2, finance assistant and digital/comms assistant). Our vacancies went live on 21st June, held an open day on 15th July and our six recruit all started in September. Unfortunately one placement did not work out and they left the role (we subsequently recruited another placement for this role). In total we have provided placements for eight young people; three secured paid employment and one is still completed their placement role.



All were provided with mentoring support by our new Live Well Co-ordinator who is also delivering our employability element of the programme which included:

- A two week induction enabled the Kickstarts to be introduced to ICT, our policy and procedures and working culture alongside what to expect from their placements and took part in various team building activities.
- Spending time within their own work areas supported by placement leads.
- One day a week based in the classroom developing their employability skills
- We established an extensive programme of guest speakers to ensure they received as wider an understanding of work-based opportunities as possible.

Age Friendly Salford: This is our largest commissioned pieces of work which we deliver in Partnership with Age Uk Salford and Salford CVS. Inspiring Communities Together are the lead provider and responsible for developing the annual delivery plan and reporting back to the Commissioner on progress (quarterly reports are produced and shared). Set out below is the programme of work agreed for 2021-2022

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Governance: Ensuring accountability and links with National, Greater Manchester and Salford to meet age well priorities

	International	National	Greater Manchester	Salford	
Who	World Health Organisation –	Centre for ageing better	Gm Ageing Hub	AFS Alliance	Salford Older Person Network
What	maintain our membership	Active member – sharing learning	Active member – sharing learning Aligning delivery	Bringing key stakeholders together to support AFS agenda	Proving voice and influence to delivery of AFS plan

Programme of work

An Age Friendly City: The commitment of the city to support older people to stay healthy and well	
Theme	Activity
Ageing in Place	• Age Friendly Standards
Strong resilient communities: neighbourhood-based person -centred activity to reduce feelings of loneliness and social isolation	
Theme	• Activity
Reducing loneliness and social isolation	• City-wide chat and check • Package of digital support • Virtual and community-based activities • Wellbeing conversation • Volunteer programme (Wellbeing Champions)
Active and healthy communities: A set of tools developed by and for older people delivered in neighbourhoods	
Theme	• Activity
Deconditioning	• Programme of health prevention sessions delivered in neighbourhoods • Walk and talk within public green spaces across neighbourhoods • Programme of activity to reduce preventable malnutrition and dehydration in older people

Weekly programme of activity	
Ready to go	Focus on elements of the Ready to go booklet with expert advice and support on different topics
Brew and Chat	Weekly get together with others sharing memories and conversation about a particular topic with a focus on wellbeing
Walk and Talk	Weekly walk in public green spaces when covid restrictions permit

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Tech and Tea Online	Developing digital skills and address questions on using digital technology – open to any older person with equipment
Tech and Tea At Home & In the Community	Aimed at older people with no access to digital equipment and little or no digital skills
Friendly Friday	Friday chat is an opportunity to get together and discuss a different topic each week

Alongside the weekly engagement activity:

- the older people have spent time developing an Age Friendly Standards award to recognise those services and places which are age friendly <https://youtu.be/i36BqoQdVnk>
- we have continued to delivery our wellbeing conversation training <https://youtu.be/zTQ4urpH5ww>
During this year we have also started to develop a trg programme with a focus on health and wellbeing including: falls prevention, eating well and COPD .
- Continued to recruit and support a network of volunteer wellbeing champions to support the tea deliver the objectives set https://youtu.be/V2GixQ1_na4



Sue has started attending the Eccles Brew and Chat after seeing a flyer in the community. Sue is 75 years of age and is new to AFS. During lockdown she mainly stayed at home but has a small group of friends who she connected with via telephone. As we move out of the Pandemic Sue is keen to start to connect back into the community and felt that Brew and Chat would be a safe space to start to do this. Sue says ***“this has been great to meet new people and find out what else is available”***

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Walk and Talk provides an opportunity for people to come together outside and value Salford's Green public space. Group members continue to support and encourage each other in a number of ways including encouraging walking further each week. The group are now walking on average 4.5 miles on a walk.

Why we started Walk and Talk	Why people came	Why people stay
Response to Covid19 Realising how fearful some people had become about getting out again. Recognised a shift in many people's health and wellbeing both physically and mentally	Struggling to get out of their homes under their own steam and so this gave them a push to leave the house. Become isolated, so this gave them a nice opportunity to meet other people and make new friends. Seeing people in the flesh made a real difference to their lives as they hadn't seen many people.	Walking with this group makes me feel invigorated and energised! The group is important as it's the highlight of the week. Something to look forward to. The friendships have become important. I've started to get off the bus a few stops earlier so that I can walk through the park. If I didn't keep coming I wouldn't feel motivated to do that.

Throughout this year of living with the Pandemic:

- We have listen to what older people told us, worked with them to adapt the AFS offer and where possible invited experts to talk to them about key issues.
- Older people have continued to engage in the programme at times and through opportunities which are right for them. For some this is moving from telephone support to now attending activities in the community, for others they are still happy to connect via the virtual activity programme.

The programme of work is funded until September 2022 and so this may be a transition period as we wait for the decision out the tender process. Ensure older people have opportunities to have their voices heard to ensure they can influence how older people are supported in Salford.

Wellbeing Matters: This is another commissioned piece of work to support a city-wide Social Prescribing model. Again, the main focus has been to engage adults in a wellbeing conversation and connect to community assets within their own neighbourhoods. During the pandemic this area of work had to quickly adapt to new ways of working and has become a telephone support provision. As we have moved out of the Pandemic the model has become a blended approach starting with a telephone conversation and where possible connecting people to support within their own neighbourhoods, however if further support is needed this may lead to a face to face activity to build trust and confidence.

Conclusion: By the end of the delivery year 2022:

- we had moved back to a community based delivery model whilst maintaining virtual and telephone support when required.

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- our staff team were mainly working from their core place of work rather than from home – based on feedback from our staff survey staff wished to spend more time with each other
- formalised our working practise to encourage a blended approach to managing our work time.
- Our Board have this year lost a long standing Trustee but have also reflected on their journey as a Board recognising both their strengths and areas for improvement
- The Trustees have invested in resources to take the Charity to the next stage of its development
- As an organisation we have started to embed our strategic plans into a programme of deliverable outcomes
- Continued to explore funding opportunities to enhance the offer we can provide.

We recognise that Covid is still with us and will remain so for a long time but we also have to start the process of learning to live with this illness as with many others such as flu. Our delivery model for 2022-2023 is based on community first but can be quickly adapted to virtual if required.

Plans for the future: Our planned programme of delivery for April 2022 – March 2023 will focused on People, Place and Voice (acknowledging that each element is very much connected).

People	Place	Voice
Overarching: Wellbeing		

We have recognised that we need to bring together our programmes of work and have for this delivery period set out to create a one team approach to our place-based work. Our operational work will be led by our Director of Operations with delivery responsibility allocated to the management team.

People – who will be the beneficiaries of our work

Target	Activity	Delivery
Children and families (CHALK)	Provide excellent quality childcare provision in CHALK: <i>Early years, Afterschool clubs and holiday provision</i> Programme of family activities based on the 5 ways to wellbeing themes Support families to manage their own health and wellbeing by providing access to <i>parenting advice supporting by advice and guidance on money/debt/benefit advice</i>	Children and Families Operational Manager
Working age adults (CHALK/S&L)	Support individuals to engage in our learning for life/ work programme Provide access to short placements for student nurses and other allied professions	Co-ordinator Live Well
Older people (city wide)	Programme of learning and engagement activity to help reduce loneliness and social isolation	Age Well Operational Manager
All adults (Swinton)	Delivery Social Prescribing model <i>Wellbeing Matters</i> within Swinton Neighbourhood	Community Connector

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Place – where we deliver our work

Target	Activity	Delivery
Children and families (CHALK)	Increased use of outside space for learning and development (connecting with nature and improving physical activity) Support the development of a Green Champions programme	Children and Families Operational Manager
Working age adults (CHALK/S&L)	Engage in Street-based work to increase recycling and reduce fly tipping including programme of environmental activity Support all members of the community to be able to access and love neighbourhood green and blue spaces including maintaining and refurbish where necessary Develop a network of Green Champions across all ages	Coordinator Live Well
Older people (city wide)	Accessing outside green spaces to improve health and wellbeing link to all ages (<i>Walk and Talk</i>)	Age Well Operational Manager

Voice – Supporting local engagement

Target	Activity	Delivery
Children and families (CHALK)	Ensuring we listen to and value the voice of children in developing our programme of activity Enabling families to take an active role in the development and delivery of all our family and children work	Children and Families Operational Manager
Working age adults (CHALK/S&L)	Listening to and working with local people to influence priorities with local neighbourhoods (<i>love your neighbourhood plan</i>)	Coordinator Live Well
Older people (city wide)	Delivery of voice and influence activity working with partners to ensure voice of older people in setting city wide priorities	Age Well Operational Manager

Investing in our Staff Team

- Weekly face to face team meetings
- Individual learning plan with access to online, distance and classroom-based learning or organisational needs and personal development
- Structured and recorded Wellbeing, learning and work priorities review every 6 weeks with line manager
- Annual review and priority setting for upcoming year
- Flexible/blended working to support work/life balance
- Access to telephone wellbeing support

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Trustees' annual report
for the year ended 31st March 2022

Investing in our organisational systems and processes

- Improving our marketing and promotion of what we have to offer
- Improving our financial management systems to generate a model which is financially sustainable (child care)
- Create an organisational approach to monitoring and evaluation tool (WHO wellbeing tool)
- Improving our use of data collection to ensure we are meeting local priorities and expectations
- Implementing our Digital Maturity plan
- Development of five year Strategic

Financial review

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and to enable them to ensure that the accounts comply with the Charities Act. 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.

Financially this year our income generation has again seen an increase to £613,206 (2021: £598,000). Whereas last financial year we also benefited from the government funded Furlough Scheme this financial year income has come from a variety of projects funded through short term grants and longer term contracts.

Due to a staffing restructure and the return of staff from furlough we have seen a considerable increase in salary costs this year compared to last £372,002.90 (2021: £307,986.89). As some of our projects will not see a year in year increase in budget this will need to be monitored to ensure our delivery aspirations can be met and as a Living Wage employee ensure all staff are in receipt of at least the Living Wage.

In recognition that we needed to prepare for a tender process the Board approved a considerable investment in information technology. This has ensured all staff now have access to updated laptops and we have the correct software to operate within GDPR compliance rules and regulations. Alongside this investment the Board have taken a Strategic view to moving the Charity to a Digital First model of working and a digital improvement plan is being developed ready for implementation during 2022/2023.

Our child care provision is a major asset for the community but continues to be a liability financially. The Board continue to recognise the role this provision provides to the local community but is seeking to ensure the funding gap is at least reduced over the next financial year. Considerable work has taken place this financial year to establish improved financial management including setting up invoicing to parents in advance of attending sessions and payment on the door provision through our sum up system. This has helped to reduce the amount of none payments. The work on the outside classroom was finally completed this year. An initial budget of £20,000 was allocated however due to Covid and the cost of materials the end cost was closure to £35,000. This was considerably over budget but has provided a value resource.

2022/23 will be a challenge financially as our two large contacts Age Friendly Salford and Tech and Tea have both gone out to contact as an Age Well tender opportunity. We have submitted our expression of interest and been advised that our application has been shortlisted for the tender but the outcome will not be known until June 2022. In recognition of this an extension until September 2022 has been awarded.

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Set out below are our funding streams outside of the Annuity.

Current and extended funding for 2022-2023

Wellbeing Matters – This is our city-wide social prescribing model and ICT have been commissioned by Salford 3rd Sector Consortium to deliver the Swinton model initially funded until March 2020 but now extended until March 2024.

Age Friendly Salford – externally funded through the local authority and NHS Salford and financially managed by Salford CVS the project has been successfully extended until September 2022.

Tech and Tea – externally funded through public health in partnership with 3rd Sector Consortium – Again this project has been successfully extended until September 2022.

Financial Impact covid-19

We have been able to meet all our delivery outcomes for this financial year and where required we have provided the end of project reports which have been signed off by the funders.

Where we have been able to secure extensions to our contracts, we have had discussions with commissioners about delivery and at this time they continue to support our approach to redesign with a focus on continuing a blended approach to delivery including: telephone on-line and community based delivery.

We have once again used the Annuity funding to support the retention of our child care service but the Board of Trustees wish to see this area of work moving to a financially sustainable model and we therefore are continuing to work through our measurable improvement plan with regular updates presented to Board. The recruitment of a new Operations Manager (Children and Families) has brought additional support to implementation this work.

Each year the trustees review our annual budget the January board meeting and whilst they have highlighted as a risk the financial impact of not securing the age well tender due to prudence in previous years current contracts and income generation will provide funding to cover costs for this next financial year. The trustees therefore recognise that the charity will still need to balance a programme of work against managing resources.

The Charity has the right to make grants in its own capacity and distribute in strict accordance with the criteria set by the Board of Trustees and is included in the provision of services when payable. No external grants were made by Inspiring Communities Together during 2022- 2023

In 2020 the trustees agreed to establish a social value policy which will allocate funds against a project which will benefit the community. To date this funding has supported the class room at Yogurt Pots. During 2022 funding was used to cover the additional cost of recruiting six Kickstart Placements (government payment did not include cost of paying Living Wage so the Board of Trustees approved this additional cost as part of their annual social value commitment)

Reserves policy

Our overall policy will be to increase the reserve in cash terms year on year, based on a percentage of Inspiring Communities Together budget. In the longer term we aim to secure reserves sufficient to continue activities of Inspiring Communities Together for 6-9 months in the event of no funding being secured. The main purpose of Inspiring Communities Together general reserve funds are as follows:

1. To have some independent resources to develop and improve the services provided by Inspiring Communities Together for the direct benefit of the residents we work with.
2. To be able to meet 50% of the cost of capital equipment, on the assumption that the remaining 50% costs can be met from other sources

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3. To meet basic costs of relocating to alternative premises in the event of the need to withdraw from the existing tenancy agreement and premises

Based on our new delivery model outlined the amount of reserve required has increase to take into account we now employ more staff and equates to:

- **£470,000** to cover 9 months delivery at the current levels
- £20,000 based on the cost of developing a new project idea from concept to creating a model which can be scaled up and sold (this is based on a six month test phase).
- £10,000 Relocation costs based on the need to move all the equipment and purchase items currently part of the building we are located in

The current cost to ensure ICT has enough funds set aside to achieve the reserve policy agreed by the Trustees is now set at **£500,000**. Currently the organisation is continuing to develop their unrestricted funds to meet the reserve policy. During 2022- 2023 we will continue to monitor and review the opportunities to continue to build the reserve funds.

Investment policy

Based on the approach set out above the Board of Trustees have considered how any surplus funds should be invested to ensure they are meeting their agreed aims of ensuring the reserve funds are protected but accessible if required as we currently hold limited surplus income other than our reserves.

The Board have increased the investment portfolio and currently have allocated £196,228.93 (2021:£132,787) of reserve funds into Hargreaves Landsdown and £141,594.47 (2021:£179,880) into a CAF Deposit account. The Board took the decision allocated further funds to our investment fund Hargreaves Landsdown this year due to the limited amount of interest earned on the CAF account whilst recognising the need to have both an investment and reserve allocation.

Year on year the Charity moves closer to meeting the aspiration to achieve their reserve target as set out above.

Plans for the future

Going forward for 2022 - 2023 the Board have identified that the learning from the Pandemic should lead the direction of activity with a focus on wellbeing.

- Work has now started to develop the relationship between Inspiring Housing and Inspiring Communities Together and the building of the new homes which are due to be completed in 2023 will be the next big milestone for the relationship.
- The aspiration to secure the Age Well Tender will provide some long term funding to support the neighbourhood based work alongside the Annuity funding.
- Our environmental and learning programme is still an area of work which needs to establish a longer term funding approach
- The moving of our child care model to a Children and Families approach should provide wider opportunities for securing funding
- Our restructure should be well embedded in our organisational working with the recruitment of a Director of Operations to drive the work and create a one team approach to delivery and accessing funding opportunities

Whilst the next year is currently uncertain we have put together all the building blocks to continue with our financial sustainability and ensure the future of the Charity for many years to come.

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Structure, governance and management

The trustees are responsible for the strategic management and direction of the organisation. The day to day management is delegated to the Chief Executive. Board meetings are held 8 times a year and sub-committees and task groups meet as necessary.

Each year the Board have carried out a self-assessment to ensure they have the right skills mix and that all board members are contributing to achieving the organisations strategic aims.

The organisation also has Nominated Trustees who are nominated by the named organisations as set out within the constitution – currently: Salford City Council and Salford University.

The Board agreed to review the date of their AGM (the AGM originally was set for October each year) to enable members to receive information about what ICT has delivered in a timely manner. The AGM for 2021/2022 will take place in September 2022.

All Trustees are inducted by the Chair and Chief Executive and are provided with a Trustee Manual outlining their roles and responsibilities. Trustees complete a skills audit and are given opportunities for training. The trustees also complete an annual self-assessment tool (VIP dial). As part of the ongoing review of governance all Trustees will also now receive an informal 1-1 session with the Chair each year to discuss their performance.

The Charity is affiliated to the following organisations that provide advice, guidance and support:

- Salford Community and Voluntary Services (Salford CVS)
- Greater Manchester Centre for Voluntary Organisations (GMCVO)
- National Council for Voluntary Organisations (NCVO)
- Locality

The organisation is a charitable incorporated organisation, registered as a charity on 14th May 2014 in England and Wales.

The charity is constituted under a constitution 14th May 2014. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity. The liability of the trustees in respect of the guarantee is limited to £10 each.

During 2015/16 it was agreed by the Trustees to remove the financial benefit made to the Chair although the right to make payments to Trustees remains within the constitution. Currently all trustees give their time voluntarily. The Chair however receives a benefit in kind as their own Charities operate from the office space of ICT. Any expenses reclaimed from the charity are set out in note 10 to the accounts.

Related parties and relationships with other organisations

The Board of Trustees role is to ensure a benefit to the community of Charlestown and Lower Kersal and neighbourhood districts. To enable this to happen Trustees are actively encouraged to have a relationship with other organisations operating within the neighbourhoods. All elected trustees are local residents and may from time to time benefit from activity we deliver. Some may have key roles including board membership of other groups and charities within the neighbourhoods we deliver who may benefit from the work being carried out by Inspiring Communities Together including staff time and resources provided by the organisation other than financial. A Local councillor is allocated a position on the Board of Inspiring Communities Together as the nominated Trustee for Salford City Council. This may from time to time bring into conflict their role within the as a Trustee of ICT and their work within the neighbourhood and Salford City Council. A clear conflict of interest policy has been developed and all Trustees have signed their

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commitment to this way of working. A register of interests is held and conflicts of interest are a standard agenda item at all board meetings.

Remuneration policy for key management personnel

The pay of the senior staff is reviewed annually through the appointments and remuneration sub group. As a small Charity the Trustees have taken the decision to benchmark against pay levels set by NJC to reward employees fairly and recognise the diverse needs of the workforce alongside attracting, retaining and training people with the skills needed for the future. The Board took the decision to become a living wage employer and so all staff salaries have continued to be reviewed to reflect this.

Risk management

The trustees have a risk management strategy which comprises:

- an annual review of the principal risks and uncertainties that the charity faces
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review
- implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The trustees have assessed the major risks to which the charity is exposed, in particular those relating to the operations and finance of the Charity, and are satisfied that systems are in place to mitigate their exposure to major risk.

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Funds held as custodian trustee on behalf of others

No funds were held in this year.

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Trustees' annual report
for the year ended 31st March 2022

Statement of responsibilities of the trustees

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which 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 period. 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
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The trustees' annual report has been approved by the trustees on 16/ 11/ 2022 and signed on their behalf by

Mike Duddy

Chair & acting treasurer

Independent examiner's report
to the trustees of
Inspiring Communities Together

I report to the charity trustees on my examination of the accounts of the company for the year ended 31st March 2022 which are set out on pages 33 to 54.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the company 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 your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company'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 company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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 accounts to be reached.

Catherine Hall FCCA DChA
Slade & Cooper Limited
Beehive Mill, Jersey Street, Manchester, M4 6JG
19/12/2022

Inspiring Communities Together
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	3	27,052	44,664	71,716	42,158
Charitable activities:	4	108,397	428,275	536,672	469,387
Investments	5	4,818	-	4,818	3,786
Total income		140,267	472,939	613,206	515,331
Expenditure on:					
Charitable activities:	6	66,080	536,721	602,801	426,796
Total expenditure		66,080	536,721	602,801	426,796
Net income / (expenditure) before net gains / (losses) on investments		74,187	(63,782)	10,405	88,535
Realised gains/(losses) on investments		-	-	-	-
Unrealised gains/(losses) on investments		(8,508)	-	(8,508)	8,487
Net income / (expenditure) for the year	8	65,679	(63,782)	1,897	97,022
Transfer between funds		(33,476)	33,476	-	-
Net movement in funds for the year		32,203	(30,306)	1,897	97,022
Reconciliation of funds					
Total funds brought forward		527,959	96,229	624,188	527,166
Total funds carried forward		560,162	65,923	626,085	624,188

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.
Comparative SOFA is on page 54 of the accounts.

Inspiring Communities Together
Balance sheet as at 31 March 2022

	Note	2022	2021
		£	£
Fixed assets			
Tangible assets	14	24,943	-
Investments	15	349,231	313,264
Total fixed assets		374,174	313,264
Current assets			
Debtors	16	30,756	25,506
Cash at bank and in hand	17	327,984	413,414
Total current assets		358,740	438,920
Liabilities			
Creditors: amounts falling due in less than one year	18	(106,829)	(127,996)
Net current assets		251,911	310,924
Total assets less current liabilities		626,085	624,188
Net assets		626,085	624,188
The funds of the charity:			
Restricted income funds	19	65,923	96,229
Unrestricted income funds	20	560,162	527,959
Total charity funds		626,085	624,188

The notes on pages 36 to 54 form part of these accounts.

Approved by the trustees on 16/11/2022 and signed on their behalf by:

.....
Mike Duddy (Chair & acting treasurer)

.....
Ruth Potts (trustee)

Inspiring Communities Together
Statement of Cash Flows
for the year ending 31 March 2022

	Note	2022 £	2021 £
Cash provided by / (used in) operating activities	22	(20,830)	213,124
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		-	-
Proceeds from sale of tangible fixed assets		-	-
Purchase of tangible fixed assets		(24,943)	-
Proceeds from sale of investments		40,000	-
Management costs in investments		443	120
Purchase of investments		(80,100)	(180,000)
Cash provided by / (used in) investing activities		(64,600)	(179,880)
Increase/(decrease) in cash and cash equivalents in the year		(85,430)	33,244
Cash and cash equivalents at the beginning of the year		413,414	380,170
Cash and cash equivalents at the end of the year		327,984	413,414

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2022

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following 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) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Inspiring Communities Together meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

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

The trustees have made no key judgments which have a significant effect on the accounts. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2022 (continued)

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

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

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

f Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of projects undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 6.

Notes to the accounts for the year ended 31 March 2022 (continued)

i Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

j Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2022 (continued)

n Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 11. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included in note 8.

The money purchase plan is managed by NEST and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 0.3% and this is deducted from the investment fund annually. The trust has no liability beyond making its contributions and paying across the deductions for the employee's contributions. There were no contributions outstanding at the year-end.

2 Legal status of the charity

The charity is a charitable incorporated organisation, registered as a charity in England & Wales.

3 Income from donations and legacies

Current reporting period	Unrestricted £	Restricted £	Total 2022 £
Donations	26,592	4,411	31,003
Kickstart	-	40,253	40,253
HMRC Job Retention Scheme	460	-	460
Total	27,052	44,664	71,716
Previous reporting period	Unrestricted £	Restricted £	Total 2021 £
Donations	20,389	2,644	23,033
HMRC Job Retention Scheme	19,125	-	19,125
Total	39,514	2,644	42,158

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2022 (continued)

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2022 £
Community Support and Development			
Salford City Council-Annuity	-	90,000	90,000
Salford City Council	-	6,583	6,583
Salford CVS-Age Friendly	-	59,000	59,000
GMCVO	-	6,250	6,250
Third Sector Consortium	-	137,000	137,000
Langworthy	-	11,024	11,024
Social Prescribing	-	45,000	45,000
Salford Royal	-	14,995	14,995
Salford CVS	-	20,200	20,200
Postcode Neighbourhood Trust	-	19,572	19,572
Veolia Environmental Trust	-	18,651	18,651
Salford City Council	29,000	-	29,000
Childcare	77,095	-	77,095
Other income	2,302	-	2,302
Total	108,397	428,275	536,672
Previous reporting period	Unrestricted £	Restricted £	Total 2021 £
Community Support and Development			
Salford City Council-Annuity	-	90,000	90,000
Salford City Council	-	5,425	5,425
Salford CVS-Age Friendly	-	79,684	79,684
Third Sector Consortium	-	137,000	137,000
Age UK-Older person	-	3,602	3,602
Langworthy	-	11,024	11,024
Community Learning	-	5,068	5,068
Social Prescribing	-	45,000	45,000
Salford CVS Partnership Challenge	-	2,625	2,625
Childcare	86,379	-	86,379
Other income	3,580	-	3,580
Total	89,959	379,428	469,387

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2022 (continued)

5	Investment income			
	Current reporting period	Unrestricted £	Restricted £	2022 £
	Dividends received	4,818	-	4,818
		4,818	-	4,818
	Previous reporting period	Unrestricted £	Restricted £	2021 £
	Dividends received	3,786	-	3,786
		3,786	-	3,786

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2022 (continued)

6 Analysis of expenditure on charitable activities

Current reporting period		Total 2022	Total 2021
	£	£	
Staff costs	372,003	372,003	303,545
Project Costs	58,179	58,179	61
Training	6,179	6,179	275
Marketing	4,917	4,917	30,250
Premises	19,000	19,000	21,500
Running costs	55,451	55,451	17,302
Meetings & Events	988	988	-
Insurance	4,035	4,035	3,844
Equipment	50,570	50,570	24,649
Other expenditure	46	46	75
Community Activities	26,490	26,490	4,183
Governance costs (see note 7)	4,943	4,943	21,112
	<u>602,801</u>	<u>602,801</u>	<u>426,796</u>
		2022	2021
		£	£
Restricted expenditure		536,721	372,495
Unrestricted expenditure		66,080	54,301
		<u>602,801</u>	<u>426,796</u>

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2022 (continued)

7 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Governance £	Total 2022 £
Accountancy services	Governance	2,912	2,912
Legal and professional	Governance	2,031	2,031
		4,943	4,943
Previous reporting period	Basis of apportionment	Governance £	Total 2021 £
Accountancy services	Governance	3,408	3,408
Legal and professional	Governance	17,704	17,704
		21,112	21,112

8 Net income / (expenditure) for the year

This is stated after charging/(crediting):	2022 £	2021 £
Auditor's remuneration - accountancy fees	1,365	1,300
Independent examiner's fee	475	450

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2022 (continued)

9 Staff costs

Staff costs during the year were as follows:

	2022 £	2021 £
Wages and salaries	346,204	284,323
Social security costs	20,501	15,196
Pension costs	5,298	4,026
Outsourced salaries	-	-
	372,003	303,545

No employees has employee benefits in excess of £60,000 (2021: Nil).

The average number of staff employed during the period was 22 (2021: 17).

The average full time equivalent number of staff employed during the period was 17 (2021: 13).

The key management personnel (KMP) of the charity comprise the trustees, Chief Executive Officer, Director of Operations, Operations Manager, Finance Manager and Child & Families Operations Manager. The total employee benefits of KMP were £157,720 (2021: £120,177).

10 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or reimbursed expenses during the year (2021: Nil).

No members of the management committee received travel and subsistence expenses during the year. (2021: £nil).

Aggregate donations from related parties were £nil (2021: £nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

Gerry Stone is also the Vice Chair of the Third Sector Consortium who granted £137,000 in the year. There was no personal benefit from this (2021: £137,000). Gerry Stone was not part of the decision making when Third Sector Consortium granted the funding.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2021: nil).

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2022 (continued)

11 Related party transactions

The charity has one wholly owned subsidiary:-

- Inspiring Housing Community Land Trust, a community benefit society, registration number 8335R with FCA.

Inspiring Housing Community Land Trust

	2022 £	2021 £
Comprising of the following;		
Assets	37,666	47,717
Liabilities	(17,300)	(1,182)
Share Capital	-	-
Turnover	27,086	32,801
Expenses	11,616	11,430
Profit/(Loss)	20,366	26,592

12 Government grants

The government grants recognised in the accounts were as follows:

	2022 £	2021 £
Salford City Council (Annuity)	90,000	90,000
Salford City Council	6,583	5,425
HMRC Job Retention Scheme	460	19,125
	97,043	114,550

There were no unfulfilled conditions and contingencies against these grants.

13 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2022 (continued)

14 Fixed assets: tangible assets

	Land & buildings £	Office equipment £	Computer equipment £	Total £
Cost				
At 1 April 2021	-	-	-	-
Additions	24,943	-	-	24,943
Disposals	-	-	-	-
At 31 March 2022	24,943	-	-	24,943
Depreciation				
At 1 April 2021	-	-	-	-
Charge for the year	-	-	-	-
Disposals	-	-	-	-
At 31 March 2022	-	-	-	-
Net book value				
At 31 March 2022	24,943	-	-	24,943
<i>At 31 March 2021</i>	-	-	-	-

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2022 (continued)

15 Investments

	2022 £	2021 £
Market value at the start of the year	313,264	121,111
Add: additions to investments at cost	84,888	223,670
Disposals at carrying value	(40,000)	(38,223)
Add net gain/(loss) on revaluation	(8,921)	6,706
	349,231	313,264
Cash held by investment broker pending reinvestment	-	-
Market value at the end of the year	349,231	313,264
Investments at fair value comprised:		
Equities	208,168	132,787
Fixed Term deposit	139,913	179,880
Cash held within the investment portfolio	1,150	597
	349,231	313,264

16 Debtors

	2022 £	2021 £
Grants/contracts receivable	-	20,250
Other debtors	29,327	3,824
Prepayments and accrued income	1,429	1,432
	30,756	25,506

17 Cash at bank and in hand

	2022 £	2021 £
Cash at bank and on hand	327,984	413,414
	327,984	413,414

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2022 (continued)

18 Creditors: amounts falling due within one year

	2022 £	2021 £
Grants received in advance	-	88,500
Other creditors and accruals	106,829	39,496
	106,829	127,996

19 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
Salford City Council					
Annuity	(9,202)	90,000	(99,495)	18,697	-
Tech & Tea	68,898	137,000	(156,458)	-	49,440
Tech & Tea (participants contribution)	10,793	4,411	-	-	15,204
Salford City Council	3,487	-	-	-	3,487
Social Prescribing	9,842	45,000	(54,842)	-	-
Community Learning	-	-	(192)	-	(192)
Food Matters	1,704	-	-	-	1,704
Age Friendly	8,139	80,245	(85,254)	-	3,130
Langworthy Annuity	2,568	11,024	(28,371)	14,779	-
Kickstart	-	40,453	(41,913)	-	(1,460)
Live Well Postcode Lottery	-	19,572	(15,407)	-	4,165
Riverbank Park	-	25,234	(34,789)	-	(9,555)
Wellbeing Stay in Touch	-	20,000	(20,000)	-	-
Total	96,229	472,939	(536,721)	33,476	65,923

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2022 (continued)

19 Analysis of movements in restricted funds (continued)

Previous reporting period	Balance at 1 April 2020	Income	Expenditure	Transfers	Balance at 31 March 2021
	£	£	£	£	£
<i>Salford City Council</i>	2,650	90,000	(101,852)		(9,202)
<i>Tech & Tea</i>	-	137,000	(68,102)	-	68,898
<i>Tech & Tea (participants contribution)</i>	8,149	2,644	-	-	10,793
<i>Salford City Council Partnership</i>		3,487	-	-	3,487
<i>Challenge</i>	23,227	2,625	(25,852)	-	-
<i>Social Prescribing</i>	2,610	45,000	(37,768)	-	9,842
<i>Collective Effect</i>	9,997	-	(9,997)	-	-
<i>Active Ageing</i>	3,230	-	-	(3,230)	-
<i>Housing Community Land Trust</i>	22,341	-	(27,141)	4,800	-
<i>Community Learning</i>	172	5,068	(10,834)	5,594	-
<i>Food Matters</i>	3,882	-	(2,178)		1,704
<i>Salford CVS-Age Friendly</i>	-	85,224	(80,315)	3,230	8,139
<i>Langworthy Annuity</i>	-	11,024	(8,456)	-	2,568
Total	76,258	382,072	(372,495)	10,394	96,229

Name of restricted fund Description, nature and purposes of the fund

Salford City Council is an annuity which is allocated to be spend on activities in the Charlestown and Lower Kersal Area.

Tech and tea is low level digital skills programme delivered in Chalk and surrounding districts for older people

Kickstart – Government funded scheme to support young people gain short term employment support to enable them to improve their chances of gaining permanent employment

Social Prescribing is a wellbeing intervention programme delivered in Swinton working with neighbourhood health practitioners

Live well post code lottery – grant to support the delivery of green and grow activity to improve health and wellbeing through environmental projects

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2022 (continued)

19 Analysis of movements in restricted funds (continued)

Active Ageing is a lottery funded project support older people to increase their own physical activity

Ambition for Ageing is a lottery funded project to support older people to develop their own projects which increase health and wellbeing across three neighbourhoods of Salford

Riverbank Park – Grant funding to refurbish a local community park

Community Learning is a programme of work to increase confidence and skills of local people to help them move into further learning or employment

Salford CVS - Age Friendly Is the revision of the community asset programme. Recognising that the delivery will going forward focus on the wellbeing of older people across Salford

Wellbeing stay in touch – grant to support telephone support provision during covid

Deficits in restricted funds will be covered by future payments.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2022 (continued)

20 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	As at 31 March 2022 £
General fund	518,404	131,759	(66,080)	(33,476)	550,607
Langworthy	9,555	-	-	-	9,555
	527,959	131,759	(66,080)	(33,476)	560,162
Previous reporting period	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	As at 31 March 2021 £
General fund	450,908	132,191	(54,301)	(10,394)	518,404
Langworthy	-	9,555	-	-	9,555
	450,908	141,746	(54,301)	(10,394)	527,959

Name of unrestricted fund	Description, nature and purposes of the fund
General fund	The free reserves after allowing for all designated funds
Langworthy	To complete work in the Seedly and Langworthy Area

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2022 (continued)

21 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Fixed asset investments	349,231	-	-	349,231
Net current assets/(liabilities)	176,433	9,555	65,923	251,911
Total	550,607	9,555	65,923	626,085
Previous reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Fixed asset investments	313,264	-	-	313,264
Net current assets/(liabilities)	205,140	9,555	96,229	310,924
Total	518,404	9,555	96,229	624,188

22 Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	2021 £
Net income / (expenditure) for the year	1,897	97,022
Adjustments for:		
(Gains)/losses on investments	8,508	(8,487)
Dividends, interest and rents from investments	(4,818)	(3,786)
Decrease/(increase) in debtors	(5,250)	10,894
Increase/(decrease) in creditors	(21,167)	117,481
Net cash provided by / (used in) operating	(20,830)	213,124

Inspiring Communities Together
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2021

	Unrestricted funds £	Restricted funds £	Total funds 2021 £	Total funds 2020 £
Income from:				
Donations and legacies	39,514	2,644	42,158	9,428
Charitable activities:	89,959	379,428	469,387	673,203
Investments	3,786	-	3,786	-
Total income	133,259	382,072	515,331	682,631
Expenditure on:				
Charitable activities:	54,301	372,495	426,796	526,630
Total expenditure	54,301	372,495	426,796	526,630
Net income / (expenditure) before net gains / (losses) on investments	78,958	9,577	88,535	156,001
Realised gains/(losses) on investments	-	-	-	-
Unrealised gains/(losses) on investments	8,487	-	8,487	(1,822)
Net income / (expenditure) for the year	87,445	9,577	97,022	154,179
Transfer between funds	(10,394)	10,394	-	-
Net movement in funds for the year	77,051	19,971	97,022	154,179
Reconciliation of funds				
Total funds brought forward	450,908	76,258	527,166	372,987
Total funds carried forward	527,959	96,229	624,188	527,166

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

INSPIRING COMMUNITIES TOGETHER

England & Wales - Charity number 1157053

Accounts

Inspiring Communities Together

Report and financial statements
For the year ended 31st March 2021

Inspiring Communities Together
Reference and Administrative Details
for the year ended 31st March 2021

Charity number 1157053

Registered office and operational address Innovation Forum
Frederick Road
Salford
M6 6FP

Trustees Trustees who served during the year and up to the date of this report were as follows:

Mike Duddy	Chair February 2017 – present
Lynne Marsland	Vice Chair February 2017 – present
James Eagle	Treasurer February 2017 – present
James Kariuki	May 2018 - present
Ruth Potts	Secretary October 2016 – present
Ann-Marie Pickup MBE	October 2015 - present
Cllr Jane Hamilton	February 2017 – May 2021

Key management personnel Bernadette Elder - Chief Executive
Antonia Dunn – Operations Manager
Gerry Stone – Operations Manager
Eduardo Gonzalez-Morera – Finance Manager
Nadine Murray Early Years Manager

Start well:

Gillian Green Early Years Deputy Manager
Dawn Whelan Early Years Worker
Janine Wallace Early Years Worker
Claire Clayton Early Years Worker
Sophie Murray Early Years Worker

Live well:

Tina Tudor – Development Worker advice and guidance and training
Joanne Inglis Development Worker Food Matters
Lynne Holden – Development Worker Neighbourhoods

Age well:

Andrea Whelan Development Worker Older People
Nicola O'Neill – Community Connector
Lisa Berry – Development Worker Active Ageing

Bankers Cooperative Bank UK
P.O Box 101, Balloon Street
Manchester, M60 4EP

Independent Examiner Catherine Hall FCCA DChA
Slade & Cooper Limited
Beehive Mill
Jersey Street
Manchester
M4 6JG

Inspiring Communities Together
Reference and Administrative Details
for the year ended 31st March 2021

The trustees present their report and the unaudited financial statements for the year ended 31st March 2021.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

The charity's principle objectives as set out in the constitution are:-

- To develop the capacity and skills of those who are socially and economically disadvantaged, by working with individuals and groups who live or work within the neighbourhood of Charlestown and Lower Kersal (CHALK) and neighbouring districts
- To work with individuals and groups within these neighbourhoods to help them make a difference locally

Vision – A place where everyone has the opportunity to achieve their full potential and participate in making a positive difference to their neighbourhood (amended March 2018)

Mission – We will achieve positive outcomes for local people based on the knowledge understanding and information that the community have about their area, through empowering individuals and groups to release their potential to develop their own solutions.

Values –

- We will be accountable to and representative of the local community
- We will be innovative and provide value for money in our approach to deliver of every- thing we do
- We will value all volunteers, staff and members of the organisation

In 2018 the Inspiring Communities Together Board approved a three-year strategic plan (2018 – 2021). The plan set out a programme of work across the life course of **Start well, Live well and Age well** along-side the recognition that to achieve our aspirations resources needed to be invested in the operational delivery and governance of the organisation.

What difference do we want to make?



How do we know we are making a difference	What is the difference we are making
Specific aims • Improve capacity and skills to feel more confident to try new things • Improve self-confidence to get involved and make a difference • Nurture networking and share experiences	• Strengthening local voices • Improving people's lives • Creating better places to live

Inspiring Communities Together
Reference and administrative information
for the year ended 31st March 2021

Strategic Links

As a neighbourhood-based Charity we have since 2011 used the community outcomes star model to capture how people feel about living in the neighbourhood. This has provided us with an understanding of the impact of our work and identified where resources should be allocated.

As we have grown in both confidence and in size we feel that our programme of activity can support both Greater Manchester and Salford City Council priorities and we have identified the best fit for our delivery model are the strategies set out below:

- Greater Manchester Population health plan [GM Population Health Plan](#)
- Salford locality plan [Salford Locality Plan](#)
- Salford – Anti poverty strategy [Salford anti poverty strategy](#)
- Salford social value alliance [Salford social value](#)

Neighbourhood Priorities:	Delivery across the life course:	People identified as living in poverty in Salford:
Neighbourhood consultation (Outcome Star)	Start well, Live well, Age well	Lone parents, large families and carers Unemployed Older people

Structures we engage with

Through our learning we have also tried to make sure we link with structures at all levels. This ensures we are learning from best practise and constantly reviewing our own delivery both at a board and operational level. Based on our current programme of work we are engaging with:

National	Greater Manchester	Salford	East Salford
Social prescribing network Centre for Ageing Ofsted	GMCVO GM Ageing Hub Greater Manchester Sports	Salford CVS Vocal Leaders Equalities Board Population Health Board 3 rd Sector Consortium Salford Community Learning Social prescribing steering group Social Value Alliance	LPDG Charlestown Steering Group Charlestown Social Value Group

Inspiring Communities Together
Reference and administrative information
for the year ended 31st March 2021

Delivery plan 2020 – 2021

Our approach has focused on People, Place and Voice but recognises that Place and Voice are very much connected. Set out below is our programme of work for 2020-2021

Programme of work

The priority as always is to embed the programme of work in CHALK funded through the Annuity whilst continuing to seek and secure resource opportunities which provide added benefit to individuals or the neighbourhood of CHALK. Our merger with Seedley and Langworthy Trust means that some activity will be delivered within that neighbourhood. Due to this work being aligned to funding via Salford City Council from rent for two shops in Langworthy we will extend our monitoring to include the outcomes agreed within this service level agreement alongside the Annuity agreement.

Set out below is the key areas of work agreed by the Board to be delivered during 2020-2021:

Theme	Approach
People	focused on our early years provision and our learning programme
Activity	• supporting children to have the best start in life at our childcare provision, Yogurt Pots • delivering a programme of learning both formal and practical to provide local residents with a first step towards moving into further learning or employment • improving individual health and wellbeing, particularly for our older residents • providing placement opportunities which support the learner and the organisation • Reduce the impact of poverty on local people through good quality and free to the individual advice and guidance
Theme	Approach
Place and Voice	focused on our environmental and community engagement activity. (Partnership working remains key in achieving this set of objectives)
Activity	• continue to improve access to good quality green space • Improved neighbourhoods through street-based work to increase recycling and reduce flytipping • support local people to feel part of the community through a programme of engagement activity • develop and deliver a programme of environmental projects as identified by the local community • develop community led housing through our housing vehicle <i>Inspiring Housing</i> • minimise the negative impact of homes of multiple occupation in the neighbourhood

Note: In 2020 we registered a new housing structure ***Inspiring Housing*** is an independent Community Land Trust which is a subsidiary of Inspiring Communities Together with the CEO also being a Director of the new housing structure. Part of the CEO role going forward will be to deliver the housing model and work with the senior managers of Inspiring Communities Together to develop a package of support for those people who will live in our housing in the future.

Inspiring Communities Together

Reference and administrative information

for the year ended 31st March 2021

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Achievements and performance

This report is written during a period when due to the current pandemic crisis the majority of our staff are working from home and very limited community activity has been able to be delivered in community settings.

As the majority of our core work is delivered in community buildings or public spaces and when writing our delivery plan for this year this was our expectation we have since March 2020 had to spend time redesigning new ways of working which has meant for some staff carrying out roles different to those they had been recruited for or in some cases have taken up furlough opportunities.

Set out below is the programme of work we have delivered which whilst not all the outputs/outcomes of our delivery plan have been achieved we have however developed and deliver a programme of work which has support local people during a very difficult time.

Programme of work

As with previous years we have a programme of work across a range of funding streams including:

- Delivery within CHALK and Seedley and Langworthy against their neighbourhood Annuity budgets
- Delivery of children and families provision through earned income
- Delivery of citywide Age Friendly Salford contract including digital skills programme
- Delivery of the Swinton Wellbeing Matters social prescribing programme

The impact of covid has meant that when pieces of work came to an end we did not secure additional funding to continue them mainly our learning and environmental work. We have however managed our financial management through use of the government furlough scheme and redeployment of staff to fill other roles.

Our covid-19 offer

We quickly moved to using Zoom as our preferred delivery tool both for internal and external communication.

The initial phase of the pandemic was one of testing and learning with staff learning new ways of working and during the first phase of the pandemic we were able to start to establish some core provision for the community. Our initial focus was on connecting those people who we were aware of may be vulnerable due to family circumstances or because they had been told to shield. From the start of April 2020 we were able to deliver some activity as set out below:

Welfare calls: Prior to moving to home working members of the team started to contact individuals who we thought might need some support during the lockdown resulting in a contact list of 99 people. During the first phase of the lockdown we had made over 400

Inspiring Communities Together
Reference and administrative information
for the year ended 31st March 2021

phone calls to check in with people, reducing their isolation and loneliness and providing practical assistance such as emergency shopping or help with prescriptions.

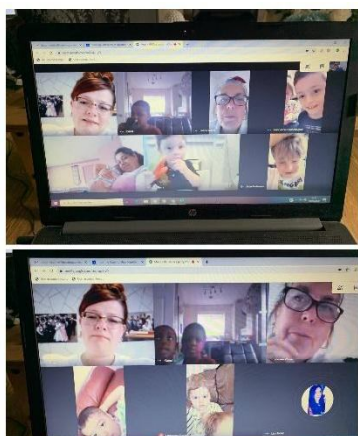
Through out the year we have built on this model of delivery and by March 2021 we had secured funding to deliver a city wide Stay in Touch telephone support provision for the whole of Salford taking referrals through the Salford Covid-19 response provision (Spirit of Salford)

Betty is in her 80s and was very poorly last year, spending time in hospital after she developed anxiety and an eating disorder. She was discharged and allowed home and with support she had started on her road to recovery.

Unfortunately, once the pandemic hit and the lockdown came into place, all the support she had been receiving stopped and she was left on her own. Betty had been feeling very vulnerable and is incredibly grateful for her phone calls with Andrea and Lynn.

"You are the only people I have contact with. I have received a daily phone call from Andrea or Lynn without fail, without these phone calls I worry that I would have relapsed and become ill again."

Child care and family provision: Our child care services are offered in a building managed by Salford community Leisure. We were advised that all the SCL buildings would be closed during the lockdown phase. Following discussions with the manager responsible for the building we were able to agree that Salford Sports Village could remain open and our staff would be the key holders during this period.



Whilst the pandemic has had a considerable impact on our income for this area of delivery the Trustees took the decision to continue to offer a provision working closely with Start Life Well to provide support for our most vulnerable families. Due to a considerable reduction in numbers of children attending the provision (during lockdown we were only able to offer provision for key workers and vulnerable families) we were able to support staff to take up the furlough offer and have also used the Annuity to help minimise the funding gap.



As with a lot of our work we have used this period to review our delivery offer and identified that we could improve the provision of outside space we offer – creating an outside learning offer building on the evidence that nature-based activities can help to improve health and wellbeing. To support this work the Trustees agreed to allocate £20,000 of reserves as part of their new social value policy, we are also exploring funding opportunities to build on our initial plans which have been designed and we successfully submitted an application to Salford CVS for a further £20,000 which covers the cost of a worker for one year to develop our outside play offer. A planning application has now been submitted and we are awaiting the outcome to enable work to start.

Inspiring Communities Together
Reference and administrative information
for the year ended 31st March 2021

For those families unable to access the child care we started:

- a virtual nursery programme available to all parents/carers
- weekly check in phone calls and an invitation to join our daily activity sessions via Zoom.
- Sent out a weekly email with activities to do at home.

Prior to covid we had delivered an annual programme of family activities during the school holidays in community buildings including providing free or reduced cost lunches. This was not possible during the pandemic and we therefore established virtual activities via Zoom providing, free of charge activity packs needed for the sessions which could be picked up from our main office. The programme was designed to involve both children and adult family members, contributing to a culture of learning in the family. As well as providing the fun *be healthy, be active* learning activities we want to support the adults' greater engagement in the community, with signposting and referrals to our other learning and community-based activities.

"A loved seeing all his friends again even got upset after because he wanted to do it again, it will be a very sweet memory to look back on given the times we're in its made me a bit emotional as he's not stopped asking to go to school. Hope another one will be happening soon."

"I just wanted to say a big thank you for putting on the group party this morning, R really enjoyed seeing you all and her friends.

Also we have loved the activities you have been sending:) Thank you so much!!"

"It's so hard finding things to do at home as the weeks drag on, we both really look forward to these sessions. We have fun and I know my son is learning at the same time."
(Parent).

Prior to our September intake we would normally open up the building to enable parents to have a look around and meet the staff team. As parents and carers were not able to visit the setting as in previous years, we created a short video virtual tour for new and prospective parents/carers which we also shared on social media: [link](#). We also conducted telephone meetings with all new parents to ensure the registration paperwork was completed and explain the benefits of membership of Inspiring Communities Together, with eight new families completing membership forms to become members of Inspiring Communities Together.



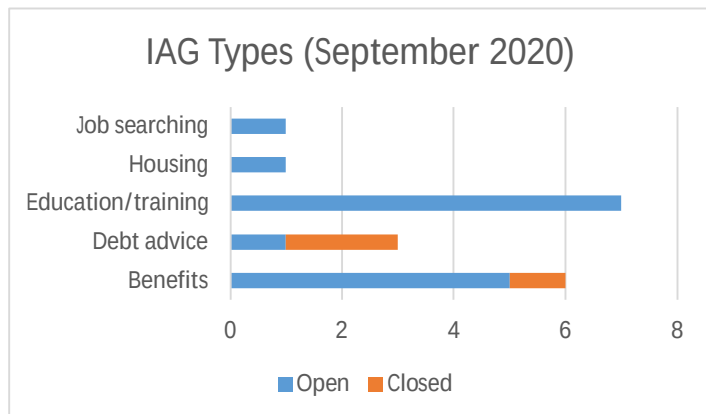
Staff, parent/carers and children have all adapted well to the new procedures and ways of working. Parents during the Pandemic have been unable to access the building and are met by a member of staff outside and the children are supported into the child care by the staff team – for new child this can be a difficult time as they may be leaving their parent for the first time.

"The children learnt the hygiene routine really quickly; they walk straight up the stairs and into the bathroom to wash their hands.

You have to remember they are only 2 and 3 years old. They are little stars." Nadine,
Childcare Manager

Inspiring Communities Together
Reference and administrative information
for the year ended 31st March 2021

Advice and guidance – We recognise that the pandemic will have a financial impact on many members of the community. We have therefore prioritised this area of work ahead of the delivery of a full learning offer. As set out in our staff support section we have increased the capacity for this area of work to enable our current Advice and Guidance Worker to support the more complex cases.



Advice and guidance support is now offered via telephone and Zoom and when safe to do so within our own building. As with all our provision a full risk assessment is completed in line with government guidelines to enable us to offer face-to-face appointments on Fridays as this is often easier for people when talking about personal circumstances or if English is not their first language.

Set out below are the outcomes achieved during this year in helping to reduce the impact of poverty for local people through our advice and guidance support:

- A client who was in receipt of the lower rate PIP claim for Universal Credit (UC) is now also receiving ESA payments of **£78.00** per week. Whilst a further client was supported to complete a successful PIP application
- A couple claimed joint UC. The husband had been made redundant due to Covid and they couldn't afford the rent payments. They now have their rent and council tax covered while he is looking for another job. A further three clients were supported to complete UC applications – all are now in receipt of the benefit
- A client in receipt of benefits had been overpaid in error and as a result there was a deduction each month meaning they were struggling to live on what they were receiving. We advocated on their behalf and the deduction amount was reduced and spread over more months so they have enough money to cover their essentials.
- A single parent had been placed in emergency accommodation in a hostel in Radcliffe away from family support. We were able to advocate and secure accommodation closure to family and they have now been offered a new build property in the area. Supported another client to find new accommodation and made a referral for a fridge/freezer, washing machine and cooker.
- Referred one client to Salix Homes for ongoing support with their housing issue.
- Supported seven older people to install internet access at home to enable their digital inclusion

One client receiving help with housing issues told us, *"Thank you for seeing me [in person], my English is not so good and I find it hard to understand on the phone."*

Client A was struggling to pay her bills so came to see us for money management advice. Our IAG worker went through all her outgoings and noticed an anomaly. As the client was on full benefits, our worker queried why she was paying £17.37 per week for her rent and she explained that her daughter used to live with her and that was the reason for the rent payment. She also told us that she had submitted an online change of circumstances form when her daughter moved out. Our worker contacted the rent team and explained the situation but they said that they hadn't received her form. Luckily the client had kept the text message acknowledging the receipt of the form with the code which we forwarded to the rent team. This

enabled them to find the form and accept that an error had been made. As a result, the overpayment in rent of £486.36 was returned to her.

Our worker discovered that the client hadn't applied for the single person discount for the council tax after her daughter moved out so had been paying more than she should for this. Unfortunately, this couldn't be backdated, but we supported her to complete the form and she will receive a 25% discount on her future bills.

The client told us: "Thank you for your help, I feel like I can manage my money and bills a bit better now."

Community learning / activity: This is an area of work we have developed during the lockdown period and ranges from tech and tea and brew and chat sessions for our older residents (this work is funded through Age Friendly Salford) alongside family activities such as the big lunch, festive sing along and VE day celebrations.

Our traditional community learning activity was placed on hold and we used the early part of this year to review and develop new strategic priorities building on our learning through the pandemic. We have been able to progress our strategic direction for community learning including switching our formal learning Awarding Board from ASDAN to Open Awards as we felt this was a better fit for our new learning offer as it provides a more flexible approach to qualifications. Learners have the opportunity to work towards an Open Awards Level 1 Award/ Certificate in Skills for Further Learning and Employment.

Going forward our focus for community learning will be based on ***learning for work*** and ***learning for life*** with a greater emphasis on wellbeing both internally and externally.

Learning for work:

- We started in 2019 to build relationships with Salford University and Salford Primary Care Together enabling us to provide short term work placements for student nurses. Whilst this work was placed on hold during the Pandemic we supported a review of the work and from April 2021 expect to be taking placements on a regular basis and for longer. This area of work also provides a small income for our time commitment.
- The national kickstart programme has provided an opportunity to explore offering long term work experience for young people and we have spent time developing our model with a view to offering six month placements from June 2021. We will be providing both work experience and employability skills leading for a formal level one qualification. As we the student placements this work provides financial resource for our time commitment.

Learning for life: Over the past year we have recognised that for many people wellbeing is a major concern –

- through our telephone support we have seen more younger people needing someone to chat to and so we have established a wellbeing group which meets virtually (via Zoom). The aim of the group is to support local people to better manage their physical and mental health, make healthier lifestyle choices and have the opportunity to be active and feel more connected in the community. Referrals came through the nursery and Stay in Touch helpline. The group meets once a week for an hour and is facilitated by two development workers. It runs on a 5-week cycle, each week focusing on one of the 5 ways to wellbeing – ***connect, be active, keep learning, give and take notice.***
- we have developed the five ways to wellbeing conversation tool which enables everyone to feel confident to hold a wellbeing conversation with people they may know. This area of work has been developed through our Age Friendly Salford

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programme and during the pandemic we launch a video which can be viewed by anyone to help with understanding and delivery of a wellbeing conversation [link](#). Along side the video people can also attend regular wellbeing conversation training which is currently run via Zoom.

- Our age friendly Salford programme for older people has been delivering a programme of virtual activity ranging from Ready to Go, Brew and Chat and Friendly Friday sessions.

Mr A told us *"I used to enjoy going to pubs and bars before lockdown but I now enjoy the Wellbeing Group and keeping in touch on social media."* and Ms C shared *"I have struggled with all my anxiety and have been in bed for two days not wanting to speak to anybody. But the messenger group that we made on our first session enabled me to reach out to my newly created friendships. Since starting, the Wellbeing Group has helped me and given me the encouragement and gentle coaxing to come to the session in the afternoons."*

Ms V told us she had been inspired to get more **active**; she had purchased a new bike and she now goes on bike rides with her brother. Ms G told us, *"My sister has sent me a knitting kit and I have **learnt** to knit a matching hat and scarf."*

After some very interesting discussions about **giving** our time, volunteering and how this can make you feel, Ms S started volunteering at her local Food Bank and other participants expressed interest in helping out with litter picks and volunteering at the nursery when restrictions are lifted.

Ms V also went for a walk to Black Leach Country Park and took more **notice** of her surroundings after attending the wellbeing group. She shared a photograph she had taken of the ducks in the river at the next session.

Environmental: working in partnership with the Neighbourhood Management Team and Environmental Services, we finalised our **Love your Neighbourhood** action plan. The plan has three main areas of work:

- **Reduce litter and fly tipping in neighbourhoods:** When safe to do so we have been running community litter picks alongside supporting local residents to organise their own community clean ups by providing equipment and arranging for collection of rubbish through Salford City Council.
- **Environmental education and awareness raising within schools and communities:** We have been working with local residents to encourage them to report problems using the *Report It* function on the council website and a new app called *Trolleywise* to report abandoned supermarket trolleys
- **Use and maintenance of public green spaces:** We recognised that people were losing their confidence to go out once the initial lockdown phase was lifted. We started to map our own neighbourhood public green and blue spaces as well as larger public spaces across Salford.

Walk and Talk Our short video [walk and talk](#) gave people an insight into how safe public green spaces are. Building on this we offered a weekly walk and talk in different public green spaces with a focus on older and vulnerable adults.

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Walk and Talk - impact

Why I come on the walk	Benefits of being part of the group
- gave a push to leave the house - become isolated so nice opportunity to meet other people - enjoyed the camaraderie of a group and being able to chat to other people - enjoyed exploring new places	Physical wellbeing- - increased stamina and mobility, Started walking on another day of the week with a friend from the group - started to get off the bus a stop or two earlier so could walk home from the shops through the park Feeling safe- - using the places we had walked as they knew how to get there and that they were safe and fit for purpose Mental wellbeing- - increased wellbeing due to activities such as singing, dancing, learning about local history and sharing local knowledge - being with others and sharing positive conversations and outside spaces made you start appreciating what you had got
YOUR KNOWLEDGE, OUR KNOW-HOW HELPING MAKE A DIFFERENCE LOCALLY	

As we entered another national lockdown we used this time to reflect on our learning from walk and talk to help us better understand the impact of the project.

Through our audit of green space in the neighbourhood we recognised that some are not well used and others need investment.

Due to the poor condition of Riverbank Park the council had taken the decision to close the space to the community. To ensure people still wanted the space we carried out a survey and 100 people responded (the maximum amount permitted through Survey Monkey)

- 40 people said the park makes them feel happy
- 78 people walk to the park
- 40 people meet family and friends at the park
- 71 people take their children to play in the park
- 46 people use the park for exercise.

It was very apparent from the comments, that Riverbank Park is much-loved by people in the community:

"Watching my two youngest on the equipment my son loves the spider web climbing frame and my little girl loved the merry-go-round which is sadly no longer there but she still has lots of fun."

"There is always something happening and someone you know"

"Being able to enjoy nature/green space and the proximity to the Sports Village"

"It's a little oasis being close to the river and fruit trees."

We were able to use the evidence gathered along with a short video [Riverbank Park](#) to submit a successful application to Veolia for funding to refurbish the park, work is due to be completed in early 2021.

We responded to residents' concerns around the condition of Charlestown Park which is proposed for redevelopment and we are coordinating action with Salford Council and Keep Moat Homes to release publicity in June 2021 about the development of the park in the summer. The partners will be planning a celebration event in the summer 2021.

Age Friendly Salford: This is one of our commissioned pieces of work and as with all our work we recognise that within the current climate of the Covid-19 pandemic it was not

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possible to deliver all the activities we had planned to do within community settings. Through discussion with the commissioner, we were able to agree an approach which supported older people during a very difficult time as older people were affected by the pandemic in more ways than most. Set out below is the approach developed

Quarter one	created the AFS branding and programme of work – testing new approaches to delivery using Zoom. We produced the following resources: • Zoom for beginners (555 hits to date) • Tech and tea introduction (181 hits to date)
Quarter two	increased the use of our branding to promote all our work and started to deliver a weekly programme of activity • Produced and distributed e newsletter to older people and stakeholders (428 distributed at start now 732 per week)
Quarter three	invested time and resources in developing our wellbeing conversation and volunteer wellbeing champion offer. We produced the following resources: • How to hold a wellbeing conversation video (742 hits to date up from nil in quarter one) • The role of a Volunteer wellbeing champion • The “how to wellbeing conversation” guide and training package • The volunteer wellbeing champion “what I need to know” guide • Programme of wellbeing training sessions and regular volunteer wellbeing champion meet up sessions
Quarter four	• Walk and talk (381 hits to date) • My vaccination story link 117 hits to date) • Ran seven volunteer led sessions – building on skills and knowledge
Weekly programme of activity	
Ready to go	Focus on elements of the Ready to go booklet with expert advice and support on different topics
Brew and Chat	Weekly get together with others sharing memories and conversation about a particular topic with a focus on wellbeing
Walk and talk	Weekly walk in public green spaces when covid restrictions permit
Tech and Tea Online	Developing digital skills and address questions on using digital technology – open to any older person with equipment
Tech and Tea At Home	Aimed at older people with no access to digital equipment and little or no digital skills
Friendly Friday	Friday chat is an opportunity to get together and discuss a different topic each week

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As can be seen from the above work we have been able to redesign, building on our learning and delivered activities which have made a considerable impact on the lives of older people during the pandemic.

Wellbeing Matters: This is another commissioned piece of work to support a city-wide Social Prescribing model. Again, the main focus has been to engage adults in a wellbeing conversation and connect to community assets within their own neighbourhoods. This work was usually carried out through face to face conversations. During the pandemic this area of work had to quickly adapt to new ways of working and has become a telephone support provision and connecting people to virtual activities as more provision moved to online.

Staff support: The majority of our staff are from the local Central Salford (CHALK) neighbourhood they are our biggest asset as well as members of the local community. During this lockdown period we have therefore invested in our staff health and wellbeing and personal development:

- providing in the first instance daily then weekly virtual contact using initially google hangout – we have since invested in Zoom
- Supporting staff to complete a programme of on-line work-related learning. Two members of staff have now progressed to completing a level 2 in advice and guidance qualification
- Carried out home working risk assessments to ensure all staff had the resources they need to enable them to work from home – we reviewed this after 12 weeks in-case circumstances had changed
- Offered furlough on 100% of individuals salaries for those staff with long term health conditions or complex family support needs (four members of staff took up this opportunity)
- providing weekly virtual contact through our wellbeing Wednesday staff group via Zoom
- completed “return to work environments” risk assessments to create Covid-secure work spaces and creating two work bubbles so that office staff can return to work from the office one day a week.
- carried out a staff survey to gain views on how staff had been affected by the impact of Covid-19. The survey asked questions across four areas
 - Home working – exploring how individuals have adapted to this new way of working
 - Returning to on-site working – exploring how individuals feel about returning to some form of normal working
 - Supporting wellbeing – gaining an insight into how well individuals feel they have been supported during this initial phase of the pandemic
 - About the organisation – How individuals feel about working the work ICT are now delivering and what the future feels like
 - Supporting two virtual away day activities to provide a social space for staff members
 - Developed a blended working policy to provide a more flexible approach to work life balance
 - Reviewed our 1-1 forms and now include a section on wellbeing

Conclusion: Overall the feed-back from the staff team has been positive and the balance of our working arrangements appears to work for most staff members. There are however areas where improvements can be made as set out in the tables below.

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Staff survey results what is working well;

- **Home working**: Overall the results show that the balance between home and onsite working is the right mix at this time. Staff feel they have been involved in the decisions taken
- **Returning to onsite working**: Staff felt that the correct measures had been put in place to support a return to onsite working, however views are mixed about if the timing was right to do so.
- **Supporting wellbeing**: The majority of staff felt that their own wellbeing was being taken into consideration by the organisation and they understood the steps being taken to manage their health and wellbeing.
- **About the organisation**: The majority of staff felt that the organisations was doing a good job in maintaining services

What we could do better

- **Homeworking**: For some staff the changes have been harder to embrace and we need to explore further that all staff feel confident to ask when they need resources to enable them to work from home
- **Returning to onsite working**: At this time staff feel that we should not return to full onsite working but continued with the current blended approach.
- **Supporting wellbeing**: Not everyone confident enough to agree that their voice was being heard 23.1% scored neutral on this question and the same number gave a neutral score for being aware of how to ask for help if they needed it.
- **About the organisation**: Just under half the responses stated that they felt that the organisation would not come out strongly from this current pandemic.

Annual neighbourhood consultation: Each year during quarter three delivery we ask residents to complete a short neighbourhood questionnaire to help us gauge how the community is feeling about where they live. This feels more important and necessary than ever this year as we live in the grip of the COVID-19 pandemic. Ordinarily we ask people to complete a short paper-based form which we distribute across our community spaces and our development workers are out and about talking to people and completing these forms. This wasn't possible this year because of the restrictions and with much of our work taking place over Zoom or by phone. We developed the questionnaire as an online form and distributed the link via social media and our local contacts during October – December 2020. The staff team encouraged people they were supporting to complete the forms, and the nursery staff encouraged parents and older children to complete forms. In total **167** people completed the questionnaire, which is less than in 2019 but more than in 2018.

Demographics

- 85% of respondents live in Charlestown, Kersal, Seedley or Langworthy
- 61% were female and 39% male
- 83% described themselves as White British, 7% as Black/Black British, 6% as mixed/multiple ethnicities, 1% as Asian/Asian British with 3% of respondents preferring not to answer this question.
- 19% were aged 17 and under, 8% were aged 18-24, 38% were aged 25-54, 31% were aged 55-74 and 4% were aged 75 and over

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Nearly all the areas show a decrease in results with some even lower than when we started the consultation ten years ago. The results will be used to inform planning in January 2021 for our delivery in 2021-2022.

The neighbourhood consultation told us that:

- 26% of respondents felt they couldn't access the resources needed to manage their physical or mental health,
- People said they were making less healthy choices (only 54%, down from 69% last year),
- People felt they had less opportunity to be active in their community (only 38%, down from 43% last year),
- People were less connected to others in their community (only 61%, down from 77% last year).
- 63% of respondents in the neighbourhood consultation told us they are trying new activities or learning new skills (up from 60% last year).

As can be seen in this report we have quickly

- adapted our programme of work, created new ways of working using zoom as our preferred delivery tool and when appropriate reintroduced work back in the community.
- The staff team have demonstrated considerable resilience during this time adapting to home working and the greater use of technology – both learning themselves and teaching others at the same time.
- We have support where appropriate the city wide offer picking up the stay in touch service first for older people and then the wider community when both the CCG and HIS were no longer able to deliver,
- Our child care provision has been maintained for key workers and vulnerable parents for which we thank Salford Community Leisure for enabling us to hold the keys to Sports Village when they needed to close their provision and furlough their staff.
- We have used the time to review our delivery and refresh or create a more strategic approach to our future plans.

The Year in Summary:

As can be seen in this report this has not been a normal year of delivery and the Covid-19 pandemic did impact on our delivery, as it did for all organisations and services. However, we quickly adapt our programme of work, and created new ways of working using Zoom as our preferred delivery tool.

We have demonstrated flexibility and, at different points in the year and when appropriate, have reintroduced work back in the community. The third national lockdown again meant we had to put the brakes on planned work.

The staff team have demonstrated considerable resilience during this time adapting to home working and the greater use of technology – both learning themselves and teaching others at the same time and taking the time to upskill and achieve qualifications (IAG level 2) to support their work.

This year we have provided a total of **2,582** places for children at Yogurt Pots which is less than last year and less than our ambitious target for this year. **Despite the**

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challenges presented by the pandemic, we remained open all year using the Annuity funding to fill the funding gap which meant many nurseries closed for some or all of this year. This once again shows the value of neighbourhood-based working and the access to small amounts of core funding to support delivery.

Despite the development of a new Learning Strategy, we had to put on hold our delivery of any formal learning leading to qualifications this year as

- Keep Moat Homes Kickstart programme was put on hold
- Identified learners told us that it wasn't the right time for them
- All placements with the college and University were put on hold.

However, we have used the time to test new informal learning, support staff development and look at opportunities for our future learning offer including:

- Applied to the Government Kickstart scheme submitting our application to offer 6-month work placements which will start in June 2021.
- Moved our family engagement activities to Zoom and delivered **20** sessions over the school holidays to **203** children and their parent/carers.
- Provided IAG to **47** people which is less than our target for the year due to community spaces being closed and therefore our access to local people was reduced.

The Covid restrictions perhaps had most impact on our ability to deliver activity in the community, however we have been able to:

- Support, where appropriate, the city-wide offer, picking up the Stay in Touch service first for older people and then the wider community when both the CCG and HIT were no longer able to deliver. We have successfully secure £20,000 from the CCG through Salford CVS small grants to continue the offer for people under 50 years of age next year and will be looking to embed the older people support in the Age Friendly Salford programme.
- Spent time developing an offer making better use of our public green spaces and have secured funding for Riverbank Park and briefly re-started the green and grow project and carry out some litter picks and clean ups over the summer.
- Throughout the year we have continued to support residents in CHALK and Seedley and Langworthy by providing them with litter picking equipment and we have continued to report fly tipping and other environmental issues. Over **128** bags of rubbish have been collected and removed and over **160** grot spots have been reported and cleared this year.

We have made extensive use of our CRM system something we had previously invested in but had never used to its full potential. During the pandemic staff were provided with training on the value of the CRM and we imbedded the use of the provision in all our activity including sending out regular e-newsletters to members

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and our networks of groups. This has enabled us to keep in touch with individuals and share up to date information on not only our activities but also links to useful information to help people stay healthy and well. We have used our contact lists to send out questionnaires including one for Riverbank Park and our annual neighbourhood questionnaire.

During lockdown we invested in our staff health and wellbeing and personal development. We carried out home working risk assessments, supported staff to complete a programme of online work-related learning, provided weekly virtual contact via Zoom, carried out a staff survey to gain views on how they have been affected by the impact of Covid-19 and completed annual appraisals with a wellbeing focus.

Whilst not the year we would have hoped for the period has given us time to reflect, learn and adapt to new ways of working. We are now making better use of the facilities we have, are more flexible in our working styles through blended working and have used the time to review our delivery plans and create our strategic plans for the future.

Plans for the future: During the final quarter of the year time has been spent developing our delivery plan for 2021-2022. This work builds on our learning through the pandemic and embed support for the communities we work in as they start to come out of lockdown

Through the changing world of the Pandemic we:

- **Recognised** the value and support needs for our own workforce who have had to adapt to new ways of working, new roles and working from home.
- **Redesigned** our approaches to connecting with local people through social media and on-line along with telephone and face to face work
- **Reframed** our working practice to focus on health and wellbeing of both individuals and the neighbourhoods in which we work.

Based on the learning from our delivery during Covid-19 and the results from our neighbourhood questionnaire we have seen how the health and wellbeing of our community is truly at the heart of what we do and our delivery over the next year will explicitly address this.

We also recognise that we need to continue to take a lifecycle approach to ensure that people age well throughout their lives:

- Supporting our younger members of the neighbourhoods to have the best start in life
- Providing opportunities for people of all ages to develop and grow and ensure that they are equipped to improve and enjoy their own neighbourhoods.
- Continuing to lead on the delivery of Age Friendly Salford ensuring older people have a voice and can stay healthy and wellbeing within their own neighbourhoods.

As part of the development of the delivery plan we have also reviewed our own strategies and updated or developed new ones to ensure a clear strategic approach.

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Inspiring Communities Together Strategies

- Children and Families (New)
- Environmental (updated)
- Learning (updated)
- Age Friendly (updated)
- Wellbeing (New)

During 2021 we will also spend time reviewing and updating our Strategic Plan 2018-2021 and develop a financial plan to support our programme of work for the next five years.

Underpinning our programme of work is our commitment to wellbeing. Although the policy has been written with staff, volunteers and Trustees in mind, the principles can equally underpin our work in the community

Wellbeing – Our wellbeing policy is based on the following principles:

- Support –
 - *Providing* a supportive environment to enable individuals to raise concerns about their own mental wellbeing
 - *Ensuring* our organisational culture is supportive to all team members
- Maintain –
 - *Providing* resources and opportunities for individuals to look after their own wellbeing
 - *Ensuring* we follow our organisational policies and procedures to maintain good work/life balance
- Prevent -
 - *Providing* individuals with the skills and knowledge to support their own wellbeing
 - *Ensuring* our organisational culture supports the wellbeing of all

Delivery plan on a page

Life course	Start well	Live well	Age well
Strategic fit	Children and Families	Environment and learning	Age Friendly Salford
Actions	Ensure children in CHALK have access to support which meet their developmental and educational milestones and equips them to be school ready Provide easy access to information, advice and guidance to help families meet their child's needs	Deliver a programme of activities which support resilient neighbourhoods where individuals value both where they live and their neighbourhood public green space. Deliver learning opportunities which support individuals to develop and engage in	Lead on a programme of work which supports the commitment of the city to enable older people to stay healthy and well Deliver activities which are neighbourhood-based person - centred to reduce feelings of

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	and aspirations as they grow and develop.	learning that works for them.	loneliness and social isolation
Overarching	Work with partners to recruit and support volunteers to deliver health and wellbeing person centred conversations using the five ways to wellbeing		

Strategic links

As an organisation we understand the importance of being part of wider networks and structures which enables us to learn from others, share our own learning and create opportunities to be partners in strategic work. Our current links include:

Greater Manchester

GM Ageing Hub – This group meets weekly in response to the pandemic to share learning across the ten local authorities and develop a joint approach to supporting older people across the region

GM Housing and Planning Committee – ICT CEO was selected following open competition to take up the role as Voluntary Sector lead on this GM committee providing a platform to share the community led housing agenda wider than Salford.

GM digital task force – Bringing together partners to develop a GM response to addressing the digital divide. CEO is also now part of the small GM Mayor digital task force looking at how across GM older people can be more digitally connected.

Salford wide

Vocal meetings – ICT Chief Executive attends Vocal Leaders meetings and team members attend Vocal meetings which fit with their own areas of work. This helps team members network with other voluntary sector organisations, gain information about city wide activity and priorities and share the learning from their own work.

Salford Third Sector Consortium – ICT CEO is a Board member of the consortium which has secured contracts for the vol sector including: Tech and Tea (Project managed by ICT) and Social prescribing (city wide approach to connecting health and community together to reduce the impact of negative health and wellbeing)

Salford Malnutrition Task Force – ICT CEO is a member of this task force which brings together Salford Age UK, Salford Royal, Salford CC (Public Health) to develop and an approach to reducing malnutrition in older adults.

Age Friendly Alliance – This work is led by ICT working with SCC Public Health and brings together partners from across Housing, Vol Sector, CCG, SCC, Salford University and local residents to develop and oversee the implementation of Age Friendly Salford using an asset-based approach.

Neighbourhood based

Neighbourhood Resilience meetings. Establish as the Councils approach to bringing together partners to deliver on the city wide covid response.

Neighbourhood Forum Core Leadership Group – ICT CEO attends the Swinton group which provides space for clinical health, vol sector and community health providers to come together and develop an approach to reducing health inequalities in neighbourhoods. ICT lead on the Swinton Social Prescribing work.

Housing Steering Group – CEO and Operations Manager are members of the group established to oversee the development of five key sites for housing option

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Financial review

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and to enable them to ensure that the accounts comply with the Charities Act. 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.

Financially this year has been relatively positive for the organisation considering the challenging environment of the last 12 months with Covid-19 and lockdown. We managed to generate income from the delivery of projects albeit mostly online which in turn reduced our organisational expenditure. This means that some income streams had balances left and following discussions with commissioners and grant funders we have been able to agree that these balances will be taken forward to the next financial year. For some work this will mean agreeing deliver to support coming out of lockdown and for others expenditure will increase as we return to some normality our expenses will also increase accordingly. In spite of this, total charity funds increased to £598,000 (2020: £527,166)

Some staff members were on furlough at different stages of the lockdown, which enabled us to manage our financial income and expenditure and ensuring our reduced staffing levels could adapt to the new delivery approaches. During the first lockdown, which is when most members of staff were on the furlough scheme, the organisation ensured that all staff received 100% of their wages (claiming back 80% from the government). As the period of the pandemic continued and we reduced the levels of staff on furlough the Board took the decision to operate within the government furlough scheme and provide only the 80% of salary costs which could be claimed back. As this was a period of uncertainty it felt prudent to manage financial costs and maintain as much delivery as possible.

New financial systems and procedures have been put in place during this year. We have developed further our purchasing function by implementing a new Purchase Order procedure based on our core Quick Books Online (QBO) software provider, better utilising the capability of the system. Operation Managers and the Childcare Manager are now able to raise purchase orders online, which has enhanced the financial controls in place. During 2021 we will continue to develop further our financial management systems and establish written financial policies and procedures.

During this year we also implemented remote payments via our credit card reader supplier. This has enabled the organisation to continue to manage individual payments for projects such as tech and tea where individual purchase low cost technology prior to starting a course and for our child care. This has been another example of work we were planning but have been able to implement more quickly due to the current situation.

Set out below are our funding streams outside of the Annuity. As can be seen the majority of funds either finished at the end of March 2021 or during this financial year

Current and extended funding for 2021-2022

Wellbeing Matters – This is our city-wide social prescribing model and ICT have been commissioned by Salford 3rd Sector Consortium to deliver the Swinton model initially funded until March 2020 but now extended until March 2022.

Childcare: This was an area of work which was severely affected by the pandemic. The nursery maintained its services to the community during lockdown to ensure vulnerable and key workers' children could attend. During this challenging time the trustees recognised the importance of keeping the facilities open despite not generating enough surplus. A grant from Salford CVS was secured to cover for the yearly salary of one member of staff during this

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financial year and alongside the use of furlough the overall loss of income has been managed as best as possible whilst maintaining a valuable service to the community.

Age Friendly Salford – externally funded through the local authority and NHS Salford and financially managed by Salford CVS the project has been successfully extended until March 2022.

Tech and Tea – externally funded through public health in partnership with 3rd Sector Consortium – Again this project has been successfully extended until March 2022

Funding ended and not renewed

GM Active Ageing - Working with Salford Community Leisure and Salford City Council to deliver an active ageing program, which finished in March 2020 but did generated some surplus for the Charity which has been able to support some testing of work such as walk and talk.

Inspiring Housing - We secured further funding from Homes England to continue with the setup of Inspiring Housing Communities Land Trust which is now up and running as a subsidiary with a separate legal entity. Further information can be found on the yearly statutory accounts for Inspiring Housing

Collective Effect – Big Lottery funding through GMCVO to support engagement of older adults in the development of the wetlands in CHALK and funded until March 2020. The project finished successfully and also generated unrestricted funds through management costs for the organisation during this fiscal year.

Impact Fund – A grant funded through Salford CCG and managed by Salford CVS to working in partnership with Seedley and Langworthy Trust and deliver a programme of learning and engagement across CHALK and SALT until December 2020.

Financial Impact covid-19

We have been able to meet all our delivery outcomes for this financial year and for those projects where funding finished in March and December 2020, we have provided the end of project reports which have been signed off by the funders.

Where we have been able to secure extensions to our contracts, we have had discussions with commissioners about delivery and at this time they continue to support our approach to redesign with a focus on more telephone and on-line delivery – Public sector commissioners have committed to fund projects and not seek any claw back

We have been able to use the Annuity funding to support the retention of our child care service as the number of children attending has had an impact of our paid service.

As each year the trustees had started to review our annual budget at our January board meeting and had identified that there will be a surplus in income to meet expenses for 2021-2022 based on current contracts and proposed income generating. This will continue to be reviewed during the year as new contracts or grants are secured. The trustees recognise that as the economy reopens the organisation will still need to balance a programme of work against managing resources.

The Charity has the right to make grants in its own capacity and distribute in strict accordance with the criteria set by the Board of Trustees and is included in the provision of services when payable. No external grants were made by Inspiring Communities Together during 2020 - 2021.

During this year the trustees agreed to establish a social value policy which will allocate funds against a project which will benefit the community. During 2021 they took the decision to invest in the childcare facilities and develop an outside classroom. A budget of £20,00 has

Inspiring Communities Together
Reference and administrative information
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been allocated for this purpose and work is now in progress. This is expected to be completed during the financial year 2021-2022.

Reserves policy

Our overall policy will be to increase the reserve in cash terms year on year, based on a percentage of Inspiring Communities Together budget. In the longer term we aim to secure reserves sufficient to continue activities of Inspiring Communities Together for 6-9 months in the event of no funding being secured. The main purpose of Inspiring Communities Together general reserve funds are as follows:

1. To have some independent resources to develop and improve the services provided by Inspiring Communities Together for the direct benefit of the residents of Charlestown and Lower Kersal
2. To be able to meet 50% of the cost of capital equipment, on the assumption that the remaining 50% costs can be met from other sources
3. To meet basic costs of relocating to alternative premises in the event of the need to withdraw from the existing tenancy agreement and premises

Based on our new delivery model outlined the amount of reserve required has been increased in line with the changes above this equates to:

- **£360,000** to cover 9 months delivery at the current levels
- £20,000 based on the cost of developing a new project idea from concept to creating a model which can be scaled up and sold (this is based on a six month test phase).
- £10,000 Relocation costs based on the need to move all the equipment and purchase items currently part of the building we are located in

The current cost to ensure ICT has enough funds set aside to achieve the reserve policy agreed by the Trustees is now set at **£390,000**. Currently the organisation is continuing to develop their unrestricted funds to meet the reserve policy. During 2021- 2022 we will continue to monitor and review the opportunities to continue to build the reserve funds.

Investment policy

Based on the approach set out above the Board of Trustees have considered how any surplus funds should be invested to ensure they are meeting their agreed aims of ensuring the reserve funds are protected but accessible if required as we currently hold limited surplus income other than our reserves. The Board have increased the investment portfolio and currently have allocated £132,787 of reserve funds into Hargreaves Landsdown and £179,880 into a CAF Deposit account.

During this fiscal year, a new deposit account was open with CAF Flagstone which now holds the figure above but none of the deposits are over £85k. This means that the funds are secured by the Financial Services Protection Scheme. With these extra funds the organisation is in a good position to achieve its reserves policy amount in the near future

Plans for the future

Going forward for 2021 - 2022 the Board have identified that the programme of activity delivered during 2020 - 2021 should be built on to ensure a positive impact for the neighbourhood. Our three-year strategic plan is due to end in 2021 and work will take place to review the direction of travel for the organisation and the relationship between ***Inspiring***

Inspiring Communities Together
Trustees' annual report
for the year ended 31st March 2021

Communities Together and **Inspiring Housing** ensuring the sustainability of both organisations. This will involve developing further our housing model and may include some investment from ICT in order to expand the fixed assets portfolio of houses for the benefit of the community we operate in.

We continue to explore funding opportunities to support our delivery plan as set out above and to date have secured sufficient income to cover our core costs for 2021-2022

Structure, governance and management

The trustees are responsible for the strategic management and direction of the organisation. The day to day management is delegated to the Chief Executive. Board meetings are held 8 times a year and sub-committees and task groups meet as necessary. At the 2019 AGM the membership approved the amendment to membership to reflect the constitution

3.1 objectives states: To develop the capacity and skills of the members of the socially and economically disadvantaged community of Charlestown and Lower Kersal and **neighbourhood districts**

Elected trustees need to live or work in Charlestown and/or Lower Kersal and **neighbourhood districts** and be a member of Inspiring Communities Together (membership is open to anyone who lives and or works in Charlestown or Lower Kersal and **neighbourhood districts**).

Each year the Board have carried out a self-assessment to ensure they have the right skills mix and that all board members are contributing to achieving the organisations strategic aims.

The organisation also has Nominated Trustees who are nominated by the named organisations as set out within the constitution – currently: Salford City Council and Salford University.

The Board agreed to review the date of their AGM (the AGM originally was set for October each year) to enable members to receive information about what ICT has delivered in a timely manner. The AGM for 2020/2021 will take place in September 2021.

All Trustees are inducted by the Chair and Chief Executive and are provided with a Trustee Manual outlining their roles and responsibilities. Trustees complete a skills audit and are given opportunities for training. The trustees also complete an annual self-assessment tool (VIP dial). As part of the ongoing review of governance all Trustees will also now receive an informal 1-1 session with the Chair each year to discuss their performance.

The Charity is affiliated to the following organisations that provide advice, guidance and support:

- Salford Community and Voluntary Services (Salford CVS)
- Greater Manchester Centre for Voluntary Organisations (GMCVO)
- National Council for Voluntary Organisations (NCVO)
- Locality

The organisation is a charitable incorporated organisation, registered as a charity on 14th May 2014 in England and Wales.

The charity is constituted under a constitution 14th May 2014. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity. The liability of the trustees in respect of the guarantee is limited to £10 each.

During 2015/16 it was agreed by the Trustees to remove the financial benefit made to the Chair although the right to make payments to Trustees remains within the constitution.

Inspiring Communities Together
Trustees' annual report
for the year ended 31st March 2021

Currently all trustees give their time voluntarily. The Chair however receives a benefit in kind as their own Charities operate from the office space of ICT. Any expenses reclaimed from the charity are set out in note 10 to the accounts.

Related parties and relationships with other organisations

The Board of Trustees role is to ensure a benefit to the community of Charlestown and Lower Kersal and neighbourhood districts. To enable this to happen Trustees are actively encouraged to have a relationship with other organisations operating within the neighbourhoods. All elected trustees are local residents and may from time to time benefit from activity we deliver. Some may have key roles including board membership of other groups and charities within the neighbourhoods we deliver who may benefit from the work being carried out by Inspiring Communities Together including staff time and resources provided by the organisation other than financial. A Local councillor is allocated a position on the Board of Inspiring Communities Together as the nominated Trustee for Salford City Council. This may from time to time bring into conflict their role within the as a Trustee of ICT and their work within the neighbourhood and Salford City Council. A clear conflict of interest policy has been developed and all Trustees have signed their commitment to this way of working. A register of interests is held and conflicts of interest are a standard agenda item at all board meetings.

Remuneration policy for key management personnel

The pay of the senior staff is reviewed annually through the appointments and remuneration sub group. As a small Charity the Trustees have taken the decision to benchmark against pay levels set by NJC to reward employees fairly and recognise the diverse needs of the workforce alongside attracting, retaining and training people with the skills needed for the future. The Board took the decision to become a living wage employer and so all staff salaries have continued to be reviewed to reflect this.

Risk management

The trustees have a risk management strategy which comprises:

- an annual review of the principal risks and uncertainties that the charity faces
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review
- implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The trustees have assessed the major risks to which the charity is exposed, in particular those relating to the operations and finance of the Charity, and are satisfied that systems are in place to mitigate their exposure to major risk.

Inspiring Communities Together
Trustees' annual report
for the year ended 31st March 2021

Funds held as custodian trustee on behalf of others

No funds were held in this year.

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Trustees' annual report
for the year ended 31st March 2021

Statement of responsibilities of the trustees

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which 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 period. 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
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The trustees' annual report has been approved by the trustees on 16/09/2021 and signed on their behalf by

Mike Duddy

Chair

Independent examiner's report
to the trustees of
Inspiring Communities Together

I report to the charity trustees on my examination of the accounts of the company for the year ended 31st March 2021 which are set out on pages 27 to 45.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the company 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 your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company'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 company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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 accounts to be reached.

Catherine Hall FCCA DChA
Slade & Cooper Limited
Beehive Mill, Jersey Street, Manchester, M4 6JG

29th September 2021

Inspiring Communities Together
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	3	39,514	2,644	42,158	9,428
Charitable activities:	4	89,959	379,428	469,387	673,203
Investments	5	3,786	-	3,786	-
Total income		133,259	382,072	515,331	682,631
Expenditure on:					
Charitable activities:	6	54,301	372,495	426,796	526,630
Total expenditure		54,301	372,495	426,796	526,630
Net income / (expenditure) before net gains / (losses) on investments		78,958	9,577	88,535	156,001
Realised gains/(losses) on investments		-	-	-	-
Unrealised gains/(losses) on investments		8,487	-	8,487	(1,822)
Net income / (expenditure) for the year	8	87,445	9,577	97,022	154,179
Transfer between funds		(10,394)	10,394	-	-
Net movement in funds for the year		77,051	19,971	97,022	154,179
Reconciliation of funds					
Total funds brought forward		450,908	76,258	527,166	372,987
Total funds carried forward		527,959	96,229	624,188	527,166

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Inspiring Communities Together
Balance sheet as at 31 March 2021

	Note	2021	2020
		£	£
Fixed assets			
Investments	14	313,264	121,111
Total fixed assets		313,264	121,111
Current assets			
Debtors	15	25,506	36,400
Cash at bank and in hand	16	413,414	380,170
Total current assets		438,920	416,570
Liabilities			
Creditors: amounts falling due in less than one year	17	(127,996)	(10,515)
Net current assets		310,924	406,055
Total assets less current liabilities		624,188	527,166
Net assets		624,188	527,166
The funds of the charity:			
Restricted income funds	18	96,229	76,258
Unrestricted income funds	19	527,959	450,908
Total charity funds		624,188	527,166

The notes on pages 30 to 45 form part of these accounts.

Approved by the trustees on 16/09_/2021 and signed on their behalf by:

.....
Mike Duddy (Chair)

.....
James Eagle (Treasurer)

Inspiring Communities Together
Statement of Cash Flows
for the year ending 31 March 2021

	Note	2021 £	2020 £
Cash provided by / (used in) operating activities	21	213,124	215,741
<i>Cash flows from investing activities:</i>			
Management costs in investments		-	-
Purchase of investments		(179,880)	-
Cash provided by / (used in) investing activities		(179,880)	-
Increase/(decrease) in cash and cash equivalents in the year		33,244	215,741
Cash and cash equivalents at the beginning of the year		380,170	164,429
Cash and cash equivalents at the end of the year		413,414	380,170

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2021

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following 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) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Inspiring Communities Together meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

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

The trustees have made no key judgments which have a significant effect on the accounts. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

Notes to the accounts for the year ended 31 March 2021 (continued)

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

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

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

Notes to the accounts for the year ended 31 March 2021 (continued)

f Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of projects undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 6.

Notes to the accounts for the year ended 31 March 2021 (continued)

i Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

j Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2021 (continued)

n Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 11. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included in note 8.

The money purchase plan is managed by NEST and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 0.3% and this is deducted from the investment fund annually. The trust has no liability beyond making its contributions and paying across the deductions for the employee's contributions. There were no contributions outstanding at the year-end.

2 Legal status of the charity

The charity is a charitable incorporated organisation, registered as a charity in England &

3 Income from donations and legacies

Current reporting period	Unrestricted £	Restricted £	Total 2021 £
Donations	20,389	2,644	23,033
HMRC Job Retention Scheme	19,125	-	19,125
Total	39,514	2,644	42,158
Previous reporting period	Unrestricted £	Restricted £	Total 2020 £
Donations	-	9,428	9,428
Total	-	9,428	9,428

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2021 (continued)

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2021 £
Community Support and Development			
Salford City Council-Annuity	-	90,000	90,000
Salford City Council	-	5,425	5,425
Salford CVS-Age Friendly	-	79,684	79,684
Third Sector Consortium	-	137,000	137,000
Age UK-Older person	-	3,602	3,602
Langworthy	-	11,024	11,024
Community Learning	-	5,068	5,068
Social Prescribing	-	45,000	45,000
Salford CVS Partnership Challenge	-	2,625	2,625
Childcare	86,379	-	86,379
Other income	3,580	-	3,580
Total	89,959	379,428	469,387
Previous reporting period	Unrestricted £	Restricted £	Total 2020 £
Community Support and Development			
Salford City Council	-	90,000	90,000
Salford CVS-Age Friendly	-	90,000	90,000
Third Sector Consortium	92,000	45,000	137,000
Active Ageing	-	17,650	17,650
Collective Effect	-	30,000	30,000
Community Learning	-	4,740	4,740
Housing Community Land Trust	-	46,665	46,665
Groundwork UK	-	10,000	10,000
Social Prescribing	-	39,317	39,317
Little Pot of Health	-	-	-
Big Potential	-	-	-
Salford CVS Partnership Challenge	-	23,625	23,625
Age UK-Ambition for Ageing	-	37,696	37,696
Childcare	127,020	-	127,020
Food Matters	-	10,139	10,139
Thrive	2,289	-	2,289
Other income	7,062	-	7,062
Total	228,371	444,832	673,203

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2021 (continued)

5 Investment income

Current reporting period

	Unrestricted £	Restricted £	2021 £
Dividends received	3,786	-	3,786
	3,786	-	3,786

Previous reporting period

	Unrestricted £	Restricted £	2020 £
Dividends received	-	-	-
	-	-	-

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2021 (continued)

6 Analysis of expenditure on charitable activities

Current reporting period		Total 2021	Total 2020
	£	£	
Staff costs	303,545	303,545	292,424
Project Costs	61	61	32
Training	275	275	56,705
Marketing	30,250	30,250	13,982
Premises	21,500	21,500	16,352
Running costs	17,302	17,302	24,287
Meetings & Events	-	-	1,492
Insurance	3,844	3,844	4,593
Equipment	24,649	24,649	29,020
Other expenditure	75	75	358
Community Activities	4,183	4,183	66,017
Governance costs (see note 7)	21,112	21,112	21,368
	426,796	426,796	526,630
		2021	2020
		£	£
Restricted expenditure		372,495	438,553
Unrestricted expenditure		54,301	88,077
		426,796	526,630

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2021 (continued)

7 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Governance £	Total 2021 £
Accountancy services	Governance	3,408	3,408
Legal and professional	Governance	17,704	17,704
		21,112	21,112
Previous reporting period	<i>Basis of apportionment</i>	<i>Governance £</i>	<i>Total 2020 £</i>
<i>Accountancy services</i>	<i>Governance</i>	<i>2,100</i>	<i>2,100</i>
<i>Legal and professional</i>	<i>Governance</i>	<i>19,268</i>	<i>19,268</i>
		21,368	21,368

8 Net income / (expenditure) for the year

This is stated after charging/(crediting):	2021 £	2020 £
Auditor's remuneration - accountancy fees	1,300	1,300
Independent examiner's fee	450	450

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2021 (continued)

9 Staff costs

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	284,323	267,790
Social security costs	15,196	14,991
Pension costs	4,026	3,495
Outsourced salaries	-	6,148
	303,545	292,424

No employees has employee benefits in excess of £60,000 (2020: Nil).

The average number of staff employed during the period was 17 (2020: 17).

The average full time equivalent number of staff employed during the period was 13 (2020: 13).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer, Operations Manager, Finance Manager and Early Years Manager. The total employee benefits of the key management personnel of the charity were £120,177 (2020: £95,927).

10 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or reimbursed expenses during the year (2020: Nil).

No members of the management committee received travel and subsistence expenses during the year. (2020: £nil).

Aggregate donations from related parties were £nil (2020: £nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

Gerry Stone is also the Vice Chair of the Third Sector Consortium who granted £137,000 in the year. There was no personal benefit from this (2020: £137,000). Gerry Stone was not part of the decision making when Third Sector Consortium granted the funding.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2020: nil).

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2021 (continued)

11 Related party transactions

The charity has one wholly owned subsidiary:-

- Inspiring Housing Community Land Trust, a community benefit society, registration number 8335R with FCA.

Inspiring Housing Community Land Trust

2021
£

Comprising of the following;

Assets	47,717
Liabilities	(1,182)
Share Capital	-
Turnover	32,801
Expenses	11,430
Profit/(Loss)	46,535

12 Government grants

The government grants recognised in the accounts were as follows:

	2021 £	2020 £
Salford City Council (Annuity)	90,000	90,000
Salford City Council	5,425	-
HMRC Job Retention Scheme	19,125	-
	114,550	90,000

There were no unfulfilled conditions and contingencies against these grants.

13 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2021 (continued)

14 Investments

	2021 £	2020 £
Market value at the start of the year	121,111	122,933
Add: additions to investments at cost	223,670	-
Disposals at carrying value	(38,223)	-
Add net gain/(loss) on revaluation	6,706	(1,822)
	313,264	121,111
Cash held by investment broker pending reinvestment	-	-
Market value at the end of the year	313,264	121,111
Investments at fair value comprised:		
Equities	132,787	119,415
Fixed Term deposit	179,880	-
Cash held within the investment portfolio	597	1,696
	313,264	121,111

15 Debtors

	2021 £	2020 £
Grants/contracts receivable	20,250	35,050
Other debtors	3,824	964
Prepayments and accrued income	1,432	386
	25,506	36,400

16 Cash at bank and in hand

	2021 £	2020 £
Cash at bank and on hand	413,414	380,170
	413,414	380,170

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2021 (continued)

17 Creditors: amounts falling due within one year

	2021 £	2020 £
Grants received in advance	88,500	-
Other creditors and accruals	39,496	10,515
	<u>127,996</u>	<u>10,515</u>

18 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
Salford City Council Annuity	2,650	90,000	(101,852)		(9,202)
Tech & Tea	-	137,000	(68,102)	-	68,898
Tech & Tea (participants contribution)	8,149	2,644	-	-	10,793
Salford City Council Partnership		3,487	-	-	3,487
Challenge	23,227	2,625	(25,852)	-	-
Social Prescribing	2,610	45,000	(37,768)	-	9,842
Collective Effect	9,997	-	(9,997)	-	-
Active Ageing	3,230	-	-	(3,230)	-
Housing Community Land Trust	22,341	-	(27,141)	4,800	-
Community Learning	172	5,068	(10,834)	5,594	-
Food Matters	3,882	-	(2,178)		1,704
Salford CVS-Age Friendly	-	85,224	(80,315)	3,230	8,139
Langworthy Annuity	-	11,024	(8,456)	-	2,568
Total	<u>76,258</u>	<u>382,072</u>	<u>(372,495)</u>	<u>10,394</u>	<u>96,229</u>

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2021 (continued)

18 Analysis of movements in restricted funds (continued)

Previous reporting period	<i>Balance at 1 April 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers £</i>	<i>Balance at 31 March 2020 £</i>
<i>Salford City Council</i>	-	90,000	(87,350)	-	2,650
<i>Tech & Tea</i>	-	45,000	(45,000)	-	-
<i>Tech & Tea (participants contribution)</i>	-	9,428	(1,279)	-	8,149
<i>Partnership Challenge</i>	20,737	23,625	(21,135)	-	23,227
<i>Salford Royal</i>	-	-	-	-	-
<i>Social Prescribing</i>	-	39,317	(36,707)	-	2,610
<i>Community Learning Collective Effect</i>	-	4,740	(4,568)	-	172
<i>Active Ageing</i>	9,309	30,000	(29,312)	-	9,997
<i>Ambition for Ageing-Age UK Salford</i>	30,505	17,650	(44,925)	-	3,230
<i>Housing Community Land Trust</i>	-	37,696	(37,696)	-	-
<i>Food Matters</i>	-	56,665	(34,324)	-	22,341
<i>Salford CVS-Age Friendly</i>	-	10,139	(6,257)	-	3,882
	-	90,000	(90,000)	-	-
Total	60,551	454,260	(438,553)	-	76,258

Name of restricted fund

Description, nature and purposes of the fund

Salford City Council is an annuity which is allocated to be spend on activities in the Charlestown and Lower Kersal Area.

Tech and tea is low level digital skills programme delivered in Chalk and surrounding districts for older people

Partnership Challenge is a neighbourhood based learning and engagement programme delivered across Central Salford

Social Prescribing is a wellbeing intervention programme delivered in Swinton working with neighbourhood health practitioners

Collective Effect is a community engagement programme based around the urban Wetlands in CHALK

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2021 (continued)

18 Analysis of movements in restricted funds (continued)

Active Ageing is a lottery funded project support older people to increase their own physical activity

Ambition for Ageing is a lottery funded project to support older people to develop their own projects which increase health and wellbeing across three neighbourhoods of Salford

Housing Community Land Trust is a project which supports the development of a community led housing model

Community Learning is a programme of work to increase confidence and skills of local people to help them move into further learning or employment

Salford CVS - Age Friendly Is the revision of the community asset programme. Recognising that the delivery will go forward focus on the wellbeing of older people across Salford

19 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	As at 31 March 2021 £
General fund	450,908	132,191	(54,301)	(10,394)	518,404
Langworthy Donation	-	9,555	-	-	9,555
	<u>450,908</u>	<u>141,746</u>	<u>(54,301)</u>	<u>(10,394)</u>	<u>527,959</u>
	<u><u>450,908</u></u>	<u><u>141,746</u></u>	<u><u>(54,301)</u></u>	<u><u>(10,394)</u></u>	<u><u>527,959</u></u>
Previous reporting period	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers £	As at 31 March 2020 £
General fund	312,436	228,371	(89,899)	-	450,908
	<u>312,436</u>	<u>228,371</u>	<u>(89,899)</u>	<u>-</u>	<u>450,908</u>
	<u><u>312,436</u></u>	<u><u>228,371</u></u>	<u><u>(89,899)</u></u>	<u><u>-</u></u>	<u><u>450,908</u></u>

Name of unrestricted fund	Description, nature and purposes of the fund
General fund	The free reserves after allowing for all designated funds
Langworthy Donation	To complete work in the Seedly and Langworthy Area

Inspiring Communities Together

Notes to the accounts for the year ended 31 March 2021 (continued)

20 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Fixed asset investments	313,264			313,264
Net current assets/(liabilities)	205,140	9,555	96,229	310,924
Total	518,404	9,555	96,229	624,188
Previous reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Fixed asset investments	121,111			121,111
Net current assets/(liabilities)	329,797	-	76,258	406,055
Total	450,908	-	76,258	527,166

21 Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	2020 £
Net income / (expenditure) for the year	97,022	154,179
Adjustments for:		
(Gains)/losses on investments	(8,487)	1,822
Decrease/(increase) in debtors	10,894	63,562
Increase/(decrease) in creditors	117,481	(3,822)
Net cash provided by / (used in) operating	213,124	215,741