

# Inspiring Communities Together

Report and financial statements  
For the year ended 31<sup>st</sup> 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

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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?**



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How do we know we are making a difference	What is the difference we are making
<p>Specific aims</p> <ul style="list-style-type: none"> <li>• Improve capacity and skills to feel more confident to try new things</li> <li>• Improve self-confidence to get involved and make a difference (volunteering)</li> <li>• Nurture networking and share experiences</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthening local voices</li> <li>• Improving people's lives</li> <li>• Creating better places to live</li> </ul>

### 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)

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- 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

<b>People early years provision and community learning</b>	<b>Place and voice: environmental and community engagement activity</b>
<b>Overarching: partnership working</b>	

### 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 <sup>rd</sup> 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.

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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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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 –
  - Live Well Co-ordinator attended Team Leadership and development training
  - Secured places on the Common Purpose Leadership programme (<http://commonpurpose.org/uk>) for 2 members of staff
  - 4 Kickstart trainees completed the GM 100 leadership programme ([GM100 | Leadership programmes | Common Purpose](#))
  - 7 staff completed basic first aid and fire safety qualifications
  - 4 staff completed paediatric first aid courses
  - 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 Bridgwater 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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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

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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
-



# Inspiring Communities Together

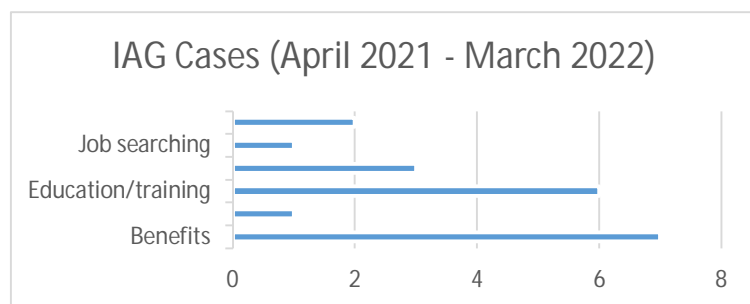
## Trustees' annual report

### for the year ended 31<sup>st</sup> March 2022

**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%	<p><i>“Lovely environment great staff and my child loves it.”</i></p> <p><i>“Really took the time and patience to help our child settle in.”</i></p> <p><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></p>



# Inspiring Communities Together

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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**

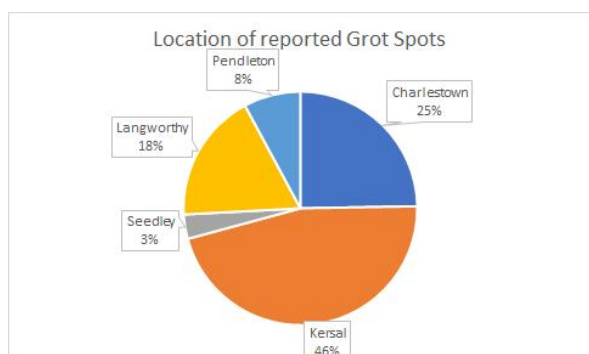


Support the delivery of resilient neighbourhoods where individuals value both where they live and their neighbourhoods' public spaces

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 Veoila and the Council Neighbourhood Management Team and reopened on 22<sup>nd</sup> 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 21<sup>st</sup> June, held an open day on 15<sup>th</sup> 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	
<b>Who</b>	World Health Organisation –	Centre for ageing better	Gm Ageing Hub	AFS Alliance	Salford Older Person Network
<b>What</b>	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**

<b>An Age Friendly City:</b> The commitment of the city to support older people to stay healthy and well	
<b>Theme</b>	<b>Activity</b>
<b>Ageing in Place</b>	<ul style="list-style-type: none"> <li>• Age Friendly Standards</li> </ul>
<b>Strong resilient communities:</b> neighbourhood-based person -centred activity to reduce feelings of loneliness and social isolation	
<b>Theme</b>	<ul style="list-style-type: none"> <li>• <b>Activity</b></li> </ul>
<b>Reducing loneliness and social isolation</b>	<ul style="list-style-type: none"> <li>• City-wide chat and check</li> <li>• Package of digital support</li> <li>• Virtual and community-based activities</li> <li>• Wellbeing conversation</li> <li>• Volunteer programme (Wellbeing Champions)</li> </ul>
<b>Active and healthy communities:</b> A set of tools developed by and for older people delivered in neighbourhoods	
<b>Theme</b>	<ul style="list-style-type: none"> <li>• <b>Activity</b></li> </ul>
<b>Deconditioning</b>	<ul style="list-style-type: none"> <li>• Programme of health prevention sessions delivered in neighbourhoods</li> <li>• Walk and talk within public green spaces across neighbourhoods</li> <li>• Programme of activity to reduce preventable malnutrition and dehydration in older people</li> </ul>

Weekly programme of activity	
<b>Ready to go</b>	Focus on elements of the Ready to go booklet with expert advice and support on different topics
<b>Brew and Chat</b>	Weekly get together with others sharing memories and conversation about a particular topic with a focus on wellbeing
<b>Walk and Talk</b>	Weekly walk in public green spaces when covid restrictions permit

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<b>Tech and Tea Online</b>	Developing digital skills and address questions on using digital technology – open to any older person with equipment
<b>Tech and Tea At Home &amp; In the Community</b>	Aimed at older people with no access to digital equipment and little or no digital skills
<b>Friendly Friday</b>	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](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
<p>Response to Covid19</p> <p>Realising how fearful some people had become about getting out again.</p> <p>Recognised a shift in many people's health and wellbeing both physically and mentally</p>	<p>Struggling to get out of their homes under their own steam and so this gave them a push to leave the house.</p> <p>Become isolated, so this gave them a nice opportunity to meet other people and make new friends.</p> <p>Seeing people in the flesh made a real difference to their lives as they hadn't seen many people.</p>	<p>Walking with this group makes me feel invigorated and energised!</p> <p>The group is important as it's the highlight of the week.</p> <p>Something to look forward to.</p> <p>The friendships have become important.</p> <p>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.</p>

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
<b>Children and families (CHALK)</b>	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
<b>Working age adults (CHALK/S&amp;L)</b>	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
<b>Older people (city wide)</b>	Programme of learning and engagement activity to help reduce loneliness and social isolation	Age Well Operational Manager
<b>All adults (Swinton)</b>	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
<b>Children and families (CHALK)</b>	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
<b>Working age adults (CHALK/S&amp;L)</b>	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
<b>Older people (city wide)</b>	Accessing outside green spaces to improve health and wellbeing link to all ages ( <i><b>Walk and Talk</b></i> )	Age Well Operational Manager

**Voice – Supporting local engagement**

Target	Activity	Delivery
<b>Children and families (CHALK)</b>	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
<b>Working age adults (CHALK/S&amp;L)</b>	Listening to and working with local people to influence priorities with local neighbourhoods ( <i>love your neighbourhood plan</i> )	Coordinator Live Well
<b>Older people (city wide)</b>	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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**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 3<sup>rd</sup> 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 3<sup>rd</sup> 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 sill 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.

Inspiring Communities Together  
Trustees' annual report  
for the year ended 31<sup>st</sup> March 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.

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 14<sup>th</sup> May 2014 in England and Wales.

The charity is constituted under a constitution 14<sup>th</sup> 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

Inspiring Communities Together  
Trustees' annual report  
for the year ended 31<sup>st</sup> March 2022

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 31<sup>st</sup> March 2022

**Funds held as custodian trustee on behalf of others**

No funds were held in this year.

Inspiring Communities Together  
Trustees' annual report  
for the year ended 31<sup>st</sup> 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 31<sup>st</sup> 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 £
<b>Income from:</b>					
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
<b>Total income</b>		<b>140,267</b>	<b>472,939</b>	<b>613,206</b>	<b>515,331</b>
<b>Expenditure on:</b>					
Charitable activities:	6	66,080	536,721	602,801	426,796
<b>Total expenditure</b>		<b>66,080</b>	<b>536,721</b>	<b>602,801</b>	<b>426,796</b>
<b>Net income/(expenditure) before net gains/(losses) on investments</b>		<b>74,187</b>	<b>(63,782)</b>	<b>10,405</b>	<b>88,535</b>
Realised gains/(losses) on investments		-	-	-	-
Unrealised gains/(losses) on investments		(8,508)	-	(8,508)	8,487
<b>Net income/(expenditure) for the year</b>	8	<b>65,679</b>	<b>(63,782)</b>	<b>1,897</b>	<b>97,022</b>
Transfer between funds		(33,476)	33,476	-	-
<b>Net movement in funds for the year</b>		<b>32,203</b>	<b>(30,306)</b>	<b>1,897</b>	<b>97,022</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		527,959	96,229	624,188	527,166
<b>Total funds carried forward</b>		<b>560,162</b>	<b>65,923</b>	<b>626,085</b>	<b>624,188</b>

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
		£	£
<b>Fixed assets</b>			
Tangible assets	14	24,943	-
Investments	15	349,231	313,264
<b>Total fixed assets</b>		<b>374,174</b>	<b>313,264</b>
<b>Current assets</b>			
Debtors	16	30,756	25,506
Cash at bank and in hand	17	327,984	413,414
<b>Total current assets</b>		<b>358,740</b>	<b>438,920</b>
<b>Liabilities</b>			
Creditors: amounts falling due in less than one year	18	(106,829)	(127,996)
<b>Net current assets</b>		<b>251,911</b>	<b>310,924</b>
<b>Total assets less current liabilities</b>		<b>626,085</b>	<b>624,188</b>
<b>Net assets</b>		<b>626,085</b>	<b>624,188</b>
<b>The funds of the charity:</b>			
Restricted income funds	19	65,923	96,229
Unrestricted income funds	20	560,162	527,959
<b>Total charity funds</b>		<b>626,085</b>	<b>624,188</b>

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 £
<b>Cash provided by/(used in) operating activities</b>	22	<b>(20,830)</b>	<b>213,124</b>
<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)
<b>Cash provided by/(used in) investing activities</b>		<b>(64,600)</b>	<b>(179,880)</b>
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
<b>Cash and cash equivalents at the end of the year</b>		<b>327,984</b>	<b>413,414</b>

# 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

<b>Current reporting period</b>	Unrestricted £	Restricted £	Total 2022 £
Donations	26,592	4,411	31,003
Kickstart	-	40,253	40,253
HMRC Job Retention Scheme	460	-	460
	<hr/>	<hr/>	<hr/>
<b>Total</b>	27,052	44,664	71,716
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
<b>Previous reporting period</b>	Unrestricted £	Restricted £	Total 2021 £
Donations	20,389	2,644	23,033
HMRC Job Retention Scheme	19,125	-	19,125
	<hr/>	<hr/>	<hr/>
<b>Total</b>	39,514	2,644	42,158
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

# Inspiring Communities Together

## Notes to the accounts for the year ended 31 March 2022 (continued)

### 4 Income from charitable activities

<b>Current reporting period</b>	<b>Unrestricted £</b>	<b>Restricted £</b>	<b>Total 2022 £</b>
<b>Community Support and Development</b>			
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
<b>Total</b>	<b>108,397</b>	<b>428,275</b>	<b>536,672</b>
<b>Previous reporting period</b>	<b>Unrestricted £</b>	<b>Restricted £</b>	<b>Total 2021 £</b>
<b>Community Support and Development</b>			
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
<b>Total</b>	<b>89,959</b>	<b>379,428</b>	<b>469,387</b>

## Inspiring Communities Together

### Notes to the accounts for the year ended 31 March 2022 (continued)

<b>5</b>	<b>Investment income</b>			
	<b>Current reporting period</b>	Unrestricted £	Restricted £	2022 £
	Dividends received	4,818	-	4,818
		<hr/>	<hr/>	<hr/>
		4,818	-	4,818
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	<b>Previous reporting period</b>	Unrestricted £	Restricted £	2021 £
	Dividends received	3,786	-	3,786
		<hr/>	<hr/>	<hr/>
		3,786	-	3,786
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

# 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

<b>Current reporting period</b>	Basis of apportionment	Governance £	Total 2022 £
Accountancy services	Governance	2,912	2,912
Legal and professional	Governance	2,031	2,031
		<hr/>	<hr/>
		4,943	4,943
		<hr/>	<hr/>
<b>Previous reporting period</b>	<i>Basis of apportionment</i>	<i>Governance £</i>	<i>Total 2021 £</i>
<i>Accountancy services</i>	<i>Governance</i>	<i>3,408</i>	<i>3,408</i>
<i>Legal and professional</i>	<i>Governance</i>	<i>17,704</i>	<i>17,704</i>
		<hr/>	<hr/>
		21,112	21,112
		<hr/>	<hr/>

### 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
	<hr/>	<hr/>

# 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	-	-
	<hr/>	<hr/>
	372,003	303,545
	<hr/>	<hr/>

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
	<hr/>	<hr/>
	97,043	114,550
	<hr/>	<hr/>

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 2022 (continued)

**14 Fixed assets: tangible assets**

	Land & buildings £	Office equipment £	Computer equipment £	Total £
<b>Cost</b>				
At 1 April 2021	-	-	-	-
Additions	24,943	-	-	24,943
Disposals	-	-	-	-
At 31 March 2022	24,943	-	-	24,943
<b>Depreciation</b>				
At 1 April 2021	-	-	-	-
Charge for the year	-	-	-	-
Disposals	-	-	-	-
At 31 March 2022	-	-	-	-
<b>Net book value</b>				
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
	<hr/>	<hr/>
	349,231	313,264
Cash held by investment broker pending reinvestment	-	-
	<hr/>	<hr/>
Market value at the end of the year	349,231	313,264
	<hr/> <hr/>	<hr/> <hr/>
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
	<hr/>	<hr/>
	349,231	313,264
	<hr/> <hr/>	<hr/> <hr/>

### 16 Debtors

	2022 £	2021 £
Grants/contracts receivable	-	20,250
Other debtors	29,327	3,824
Prepayments and accrued income	1,429	1,432
	<hr/>	<hr/>
	30,756	25,506
	<hr/> <hr/>	<hr/> <hr/>

### 17 Cash at bank and in hand

	2022 £	2021 £
Cash at bank and on hand	327,984	413,414
	<hr/>	<hr/>
	327,984	413,414
	<hr/> <hr/>	<hr/> <hr/>

# 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
	<u>106,829</u>	<u>127,996</u>

### 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 Social Prescribing	3,487	-	-	-	3,487
Community Learning	9,842	45,000	(54,842)	-	-
Food Matters	-	-	(192)	-	(192)
Age Friendly	1,704	-	-	-	1,704
	8,139	80,245	(85,254)	-	3,130
Langworthy Annuity Kickstart	2,568	11,024	(28,371)	14,779	-
Live Well Postcode Lottery	-	40,453	(41,913)	-	(1,460)
Riverbank Park	-	19,572	(15,407)	-	4,165
Wellbeing Stay in Touch	-	25,234	(34,789)	-	(9,555)
	-	20,000	(20,000)	-	-
Total	<u>96,229</u>	<u>472,939</u>	<u>(536,721)</u>	<u>33,476</u>	<u>65,923</u>

# Inspiring Communities Together

## Notes to the accounts for the year ended 31 March 2022 (continued)

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

<b>Previous reporting period</b>	<i>Balance at 1 April 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers £</i>	<i>Balance at 31 March 2021 £</i>
<i>Salford City Council</i>	<i>2,650</i>	<i>90,000</i>	<i>(101,852)</i>		<i>(9,202)</i>
<i>Tech &amp; Tea</i>	<i>-</i>	<i>137,000</i>	<i>(68,102)</i>	<i>-</i>	<i>68,898</i>
<i>Tech &amp; Tea (participants contribution)</i>	<i>8,149</i>	<i>2,644</i>	<i>-</i>	<i>-</i>	<i>10,793</i>
<i>Salford City Council Partnership Challenge</i>	<i>23,227</i>	<i>3,487</i>	<i>-</i>	<i>-</i>	<i>3,487</i>
<i>Social Prescribing Collective Effect</i>	<i>2,610</i>	<i>45,000</i>	<i>(37,768)</i>	<i>-</i>	<i>9,842</i>
<i>Active Ageing</i>	<i>9,997</i>	<i>-</i>	<i>(9,997)</i>	<i>-</i>	<i>-</i>
<i>Housing Community Land Trust</i>	<i>3,230</i>	<i>-</i>	<i>-</i>	<i>(3,230)</i>	<i>-</i>
<i>Community Learning Food Matters</i>	<i>22,341</i>	<i>-</i>	<i>(27,141)</i>	<i>4,800</i>	<i>-</i>
<i>Salford CVS-Age Friendly</i>	<i>172</i>	<i>5,068</i>	<i>(10,834)</i>	<i>5,594</i>	<i>-</i>
<i>Langworthy Annuity</i>	<i>3,882</i>	<i>-</i>	<i>(2,178)</i>		<i>1,704</i>
	<i>-</i>	<i>85,224</i>	<i>(80,315)</i>	<i>3,230</i>	<i>8,139</i>
	<i>-</i>	<i>11,024</i>	<i>(8,456)</i>	<i>-</i>	<i>2,568</i>
<b>Total</b>	<b>76,258</b>	<b>382,072</b>	<b>(372,495)</b>	<b>10,394</b>	<b>96,229</b>

### 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

<b>Current reporting period</b>	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
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	527,959	131,759	(66,080)	(33,476)	560,162
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Previous reporting period</b>	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
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	450,908	141,746	(54,301)	(10,394)	527,959
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

<b>Name of unrestricted fund</b>	<b>Description, nature and purposes of the fund</b>
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

<b>Current reporting period</b>	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
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total</b>	<b>550,607</b>	<b>9,555</b>	<b>65,923</b>	<b>626,085</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
<b>Previous reporting period</b>	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
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total</b>	<b>518,404</b>	<b>9,555</b>	<b>96,229</b>	<b>624,188</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

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

	2022 £	2021 £
<b>Net income/(expenditure) for the year</b>	<b>1,897</b>	<b>97,022</b>
<b>Adjustments for:</b>		
(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
	<hr/>	<hr/>
<b>Net cash provided by/(used in) operating</b>	<b>(20,830)</b>	<b>213,124</b>
	<hr/> <hr/>	<hr/> <hr/>

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 £
<b>Income from:</b>				
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	-
<b>Total income</b>	<b>133,259</b>	<b>382,072</b>	<b>515,331</b>	<b>682,631</b>
<b>Expenditure on:</b>				
Charitable activities:	54,301	372,495	426,796	526,630
<b>Total expenditure</b>	<b>54,301</b>	<b>372,495</b>	<b>426,796</b>	<b>526,630</b>
<b>Net income/(expenditure) before net gains/(losses) on investments</b>	<b>78,958</b>	<b>9,577</b>	<b>88,535</b>	<b>156,001</b>
Realised gains/(losses) on investments	-	-	-	-
Unrealised gains/(losses) on investments	8,487	-	8,487	(1,822)
<b>Net income/(expenditure) for the year</b>	<b>87,445</b>	<b>9,577</b>	<b>97,022</b>	<b>154,179</b>
Transfer between funds	(10,394)	10,394	-	-
<b>Net movement in funds for the year</b>	<b>77,051</b>	<b>19,971</b>	<b>97,022</b>	<b>154,179</b>
<b>Reconciliation of funds</b>				
Total funds brought forward	450,908	76,258	527,166	372,987
<b>Total funds carried forward</b>	<b>527,959</b>	<b>96,229</b>	<b>624,188</b>	<b>527,166</b>

The statement of financial activities includes all gains and losses recognised in the year.  
All income and expenditure derive from continuing activities.