
ACTION TOGETHER CIO

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

ACTION TOGETHER CIO

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Annual report 2024/2025

Highlights of our impact in
Oldham, Rochdale and
Tameside



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1. Introduction from our Chair

It is with immense pride and gratitude that I reflect on another remarkable year for Action Together. The 2024/2025 period has been one of both significant achievement and profound challenge, and through it all, our team, partners, and communities have demonstrated unwavering resilience, creativity, and compassion.

This year, we deepened our impact across Oldham, Rochdale, and Tameside, supporting over 1,200 organisations with tailored capacity building support, delivering over 130 training sessions, and directing over £1.85 million into the voluntary, community, faith and social enterprise (VCFSE) sector. These investments enabled grassroots groups to respond to urgent needs – from food insecurity and health inequalities to youth engagement and social isolation – while building long-term sustainability and developing leadership within our communities.

Volunteering remains at the heart of our mission. Over 2,000 people registered to volunteer through Action Together, and our place-based Volunteer Hubs, fairs, and outreach efforts have brought opportunities closer to where people live and work. We've seen volunteering transform lives, helping people gain confidence, skills, and even employment. Stories like the ones in this report remind us of the power of connection and the importance of inclusive, accessible pathways into volunteering.

We were delighted to achieve the Local Infrastructure Quality Accreditation (LIQA), a nationally recognised standard that affirms the strength, effectiveness, and integrity of our work as an infrastructure organisation. It is a testament to the dedication of our staff and trustees, and to the trust placed in us by our members and partners. Achieving LIQA not only validates our approach but also strengthens our ability to advocate for and invest in the sector we serve.

We also strengthened our role as a strategic leader and advocate. Through initiatives like Live Well, our work with the GM VCFSE Leadership Group, and our leadership in the 10GM collaboration, we've ensured that the voice of the sector is heard and valued in shaping health, economic, and social policy across Greater Manchester. Our commitment to equity, diversity and inclusion has remained central, with targeted support for marginalised communities and a strong stance for inclusion and against racism and hate.

Of course, this year has not been without its difficulties. Reductions in funding, particularly in Tameside, meant we had to make tough decisions, including saying goodbye to valued colleagues. Yet even in these moments, our team responded with dedication and care, ensuring continuity of support and finding new ways to connect people with opportunities.

None of this would be possible without the extraordinary dedication of our staff, volunteers, trustees, and partners. To our team – thank you for your tireless work, your belief in people and communities, and your commitment to making a difference. To the local organisations we support – you make our communities stronger, and we are honoured to work alongside you. And to our funders and partners – thank you for your trust and collaboration.

As we look ahead, we remain guided by our strategy and values. We will continue to invest in community power, champion social justice, and work together to build a fairer, more connected future. Thank you for being part of Action Together.

Camilla Guereca, Chair, Action Together

2. Who we are and what we do

Action Together is the infrastructure organisation for the voluntary, community, faith and social enterprise sector in Oldham, Rochdale, and Tameside.

We connect people with what's happening in their community, develop community ideas into action, strengthen local organisations, and provide strategic influence for the charity and voluntary sector. Membership of Action Together is free and open to any voluntary organisation, charity or social enterprise in Oldham, Rochdale, or Tameside.

Action Together supports people to volunteer in their area, and assists local organisations in developing volunteer programmes, policies, and roles.

We provide support for voluntary, community and charity organisations to establish, develop, and build their capacity including specialist information, advice, and training for staff, volunteers and trustees.

Action Together works in partnership with other charities, infrastructure organisations and public bodies and collaborates on key thematic work. We also lead and advocate for the work of organisations locally, and across Greater Manchester and the wider area.

We invest in the sector, and members can apply for funding from our grants programmes. We also provide support for groups seeking and applying for investment, and direct members to appropriate sources of funding.

3. Our Year in Numbers

- 2,188 people registered to volunteer through Action Together
- We provided 1,239 organisations with one-to-one capacity building support, advice and mentoring
- We hosted 133 training sessions and events
- 1,179 people attended our training and events
- 1,368 people took part in our partnership and thematic networks
- We directed over £1.85 million into the sector
- 634 local organisations benefitted from funding we provided
- 2,796 people were referred through our Oldham Social Prescribing service

4. Volunteering

2,188 people in Oldham, Rochdale and Tameside registered to volunteer through Action Together.

We are the accredited Volunteer Centre for Oldham, Rochdale and Tameside, and hold the Volunteer Centre Quality Accreditation – the quality mark for organisations who are proven in delivering the five local Volunteer Centre functions:

Strategic development of volunteering – Increasing the profile and raising awareness of volunteering, and making volunteering more accessible

Good practice and development – Training for volunteers to get ready for volunteering, and training for groups and organisations to get them ready for volunteers

Brokerage – Online and in-person volunteer brokerage of volunteering opportunities delivered from Community Hubs, supported by Volunteer Hub Hosts

Developing volunteering opportunities – Working with our member organisations to develop their volunteer roles and processes

Voice of volunteering – Sharing the stories and impact of volunteers in Oldham, Rochdale and Tameside

How we've developed our Volunteering service in 2024/25:

1. Strengthening Place-Based Volunteering

Action Together's place-based model brought volunteering closer to communities, volunteers and voluntary organisations:

- **Volunteer Hubs** continued to engage people in the places they live and work. We launched new hubs in leisure centres and community venues, including working with British Red Cross in Oldham on a bespoke hub for asylum seekers and refugees.
- **Volunteer Fairs** in person and online connected hundreds of residents with diverse roles. We record our online Volunteer Fairs for those who can't attend:
<https://www.youtube.com/watch?v=7uswHqday3I>

"It's great to be here today to see all of the volunteer opportunities available to the people of Oldham and the amazing work these voluntary organisations do".

- Oldham Deputy Mayor, Councillor Eddie Moores

"The location was great – a lot of footfall. And Action Together were brilliant, so helpful and friendly."

"I attended the Volunteer fair because as well as looking for a part time job, I am looking to volunteer. It was amazing! I learned a lot of new things about what you can do. I enjoyed meeting new people. I didn't want to go home!"

“Great session, lovely to hear what else is going on locally and meet potential volunteers; it felt like a very worthwhile event.”

We asked our voluntary member organisations who joined us at our Volunteer Fair in May 2024 what volunteering means to them... here's what they said!

<https://www.youtube.com/watch?v=CsO5AvyhTp4>

Due to the previous year's reduction in funding for our Tameside service, we said goodbye to two of our Volunteering Officers this year. This has meant a pause in our Volunteer Hubs in Tameside, as we encouraged groups to use our online Volunteering Directory and support to promote their roles. Thank you to our Volunteering team for the years of dedication and hard work they put into supporting and growing volunteering in Tameside.

Case Study – In My Shoes Theatre

In My Shoes Theatre (IMST) Group is a community theatre company based in Oldham, offering creative opportunities for young adults aged 18–32 with learning and physical disabilities. As the group grew, founder Emily recognised the need to recruit volunteers to support their inclusive theatre sessions – but had no prior experience in doing so.

Through Action Together's place-based approach, Emily was connected to our Volunteering team via our local Capacity Building team. This local connection ensured that support was tailored to IMST's specific needs and rooted in the Oldham community.

Working closely with Emily, we co-developed a volunteering programme from the ground up. This included creating a volunteer policy, role descriptions, a recruitment and induction process, and identifying training needs. Emily was introduced to our Volunteer Manager Zone, a digital toolkit designed to support local organisations. We guided her through templates and provided feedback on draft documents, working at her pace and offering one-to-one support throughout to create a programme and Volunteer Handbook.

Once the programme was in place, we helped IMST develop a local recruitment strategy, promoting roles through our online brokerage platform, social media, and partnerships with Oldham College's Health & Social Care programmes. We also supported Emily through the interview and DBS process, ensuring a safe and welcoming experience for new volunteers.

IMST has now successfully recruited its first Creative Support Volunteers, who help facilitate theatre sessions and build a strong, supportive community.

“We're like a family,” Emily shared. “The support from Action Together made us feel we weren't alone. Creating our own Volunteer Handbook made us feel professional and established.”

This collaboration highlights the power of local, place-based support in helping grassroots organisations grow sustainably and inclusively.

2. Enhancing Accessibility and Inclusion

We focused on removing barriers to volunteering, including:

- Our relaunched website features an enhanced Volunteering Directory, and additional resources, information and support to make volunteering roles more accessible
- An audit of volunteer roles we host on our online directory ensured accurate information on accessibility and inclusion
- We created pathways into volunteering for Asylum Seekers and Refugees, including tailored support for volunteers. Through funding available through the Asylum Dispersal Grant, we developed a partnership with the British Red Cross and volunteer-involving organisations in Oldham to support recruitment of volunteers from the asylum seeker and refugee community

Case study: Supporting Asylum Seekers & Refugees into Volunteering

Action Together, in partnership with the British Red Cross, hosts a fortnightly Volunteer Hub at Oldham Baptist Church. These sessions offer asylum seekers and refugees a welcoming space to connect with local services and explore volunteering opportunities. In October 2024, Volunteering Officer Lauren met Butan, an Arabic-speaking person seeking asylum who was feeling isolated and eager to improve his English, meet new people, and find meaningful ways to spend his time.

Lauren introduced Butan to the idea of volunteering as a way to build confidence, develop language skills, and feel more connected to the community. They discussed his interests, availability, and travel limitations, as well as the kind of support he might need due to language barriers. Taking a strengths-based approach, Lauren focused on Butan's enthusiasm for outdoor, hands-on work and his desire to be part of a team.

After exploring several options, Butan chose to volunteer at Wildbrook Community Food Growing Hub. Lauren supported him through every step—helping him plan his journey, providing a map, and even offering to accompany him to his first session to ease his anxiety. This thoughtful support helped Butan feel more confident and comfortable in a new environment.

Butan now volunteers regularly at the hub, balancing it with his English classes at Oldham College. A few weeks into his placement, he sent a heartfelt message to Lauren: "My volunteer work is great. I am very happy with this. This was all because of your abilities. Thank you very much. I really enjoy working as part of a team and being around my new friends."

This case highlights how tailored, compassionate support can support people seeking asylum to thrive through volunteering, fostering inclusion, skill-building, and a sense of belonging in their new community.

3. Volunteering as a Pathway to Employment

Volunteering was used to build employability:

- We supported JobCentre clients across Oldham, Rochdale and Tameside into volunteering, with several securing paid roles as a result
- We developed and created new relationships with local JobCentres, where Job Coaches could book time with our Volunteering Officers to refer their clients for a session on volunteering
- In Oldham, Local Motion funded a JobCentre Pilot and, with support from Oldham's Positive Action Network (OPAN), we were successful in applying for funding to continue this project until December 2027. This will allow us to build on the work of the foundations of the pilot and identify longer-term outcomes.

Case Study – Adeela

Adeela first connected with Action Together's Volunteering Support Officer, Asma, seeking a flexible volunteering role to gain experience as a Teaching Assistant while balancing her responsibilities as a mother. She hoped to build her confidence and strengthen her CV for future employment.

Asma supported Adeela in securing a volunteer position with the Girls Friendly Society (GFS) in Heywood. The role was ideal—it offered the flexibility Adeela needed and even allowed her young daughter to participate alongside her. This inclusive opportunity helped Adeela feel supported both personally and professionally.

Adeela shared how much the experience meant to her: "I feel more confident... I really appreciated how you listened to my concerns and validated me. I feel like I can approach you with any sort of problem and know that you're invested in helping me find a solution."

Four months later, Asma visited Adeela at GFS and saw her thriving during a festive session decorating Christmas trees and cookies. GFS Group Leader Elicia praised Adeela's dedication, creativity, and growing confidence: "She connects well with the girls, supports them actively, and has even started suggesting her own activity ideas. She's hardworking, reliable, and a joy to work with."

In addition to her role at GFS, Adeela also volunteered at a local café. These experiences helped her build valuable skills, gain references, and ultimately secure paid employment in a primary school canteen. Reflecting on her journey, Adeela said, "Volunteer work helps a lot to find paid work because you build confidence, gain knowledge, and it's easy to get references. It helped me a lot, and I really enjoyed it."

Adeela's story highlights how tailored volunteering opportunities can empower individuals to grow, gain experience, and transition successfully into employment, all while feeling supported and valued.

Case Study – Jon at Hopwood Hall:

Jon was referred to Action Together by Middleton Job Centre while seeking full-time cleaning work, but lacked experience and qualifications.

After struggling to find opportunities, our Volunteer Support Officer Phil identified a potential placement at Hopwood Hall, a local venue without a cleaner. Phil contacted them to highlight the mutual benefits of Jon volunteering there. Hopwood Hall agreed, and Jon began volunteering two days a week, taking on tasks like cleaning, gardening, and weeding.

Initially nervous, Jon felt reassured by Phil's clear guidance and support. He quickly settled in, built strong relationships with colleagues, and expressed how much he enjoys the role. Volunteering has helped Jon gain practical skills, knowledge, and confidence. He described the experience as "brilliant... it's a wonderful place to work", crediting Phil for finding the perfect placement.

Jon's story highlights how volunteering can be a valuable stepping stone toward employment and personal growth, especially for those facing barriers to work.

4. Community Engagement and Outreach

Outreach expanded through schools, libraries, and events:

- We continued to develop our relationships with schools and colleges, attending career events to speak to young people about the benefits of volunteering. We shared these benefits, how we can support students and selected appropriate roles in Student Volunteering Week: <https://www.actiontogether.org.uk/student-volunteering-week-2025>
- Our in-person and online Volunteer Fairs engaged the public directly with our Volunteering service and gave people the chance to speak to local voluntary organisations
- Our monthly Volunteer ebulletin continued to grow in popularity, now reaching 5,706 people with an additional 810 sign ups across the year. The ebulletin highlights volunteer opportunities, themed recommendations, events, training, news, resources and job listings to support people in their volunteer journey
- The Know Your Neighbourhood project with Tameside Libraries connected residents with local opportunities to increase volunteering activity and reduce social isolation. Our Volunteering team were based in libraries across Tameside for the six month project to help residents find the right role for them

Case Study – Student Volunteering with Connie

Connie, a student at Oldham College, chose to complete her voluntary work placement at Alexandra Park's Community Food Growing Hub. Drawn by her love for the outdoors and a desire to give back to the community, Connie has embraced a hands-on role that includes harvesting plants, cleaning around the allotments, and occasionally assisting with park maintenance.

Through her volunteering, Connie has gained valuable experience and personal growth. She shared that the role has significantly boosted her confidence, saying, “I feel a lot more confident because I’m happy when I’m helping out and learning new things.” Her positive attitude and willingness to learn have made her a valued part of the hub’s team.

Connie also offered thoughtful advice to others considering volunteering: “Take your time to find somewhere that you feel happiest, because when you do it feels really good to enjoy your role, whilst helping your community!”

Her story highlights the benefits of student volunteering—not only in developing practical skills and confidence but also in fostering a strong sense of community connection. Connie’s journey is a great example of how young people can make a meaningful impact while gaining experience that supports both personal and professional development.

Case Study – Joanne

After seeing a Facebook post about the Know Your Neighbourhood project, Joanne visited the Action Together team at Stalybridge Library for an informal chat. The library hosts Time for a Rhyme sessions, and we quickly connected Joanne with the project and she soon began volunteering there. She found the experience both socially enriching and a meaningful way to give back.

“I visited Stalybridge Library as I wanted to find out more about volunteering in Tameside. I have recently finished working and wanted to use my time more usefully, so I decided that volunteering would be a good way to do this,” Joanne shared.

She added, “Your contribution, however small you think it is, can make the world of difference to another person. Volunteering allows you to meet different people, so it provides a positive social experience, too.”

Many of our volunteers are looking for ways to apply their skills and interests after retirement, as well as create social connections and create opportunities to make a difference in their local community.

5. Celebrating the Impact of Volunteering

Events and campaigns recognised volunteer contributions:

- Extensive Volunteers’ Week celebrations included roadshows and a Trustee Fair, with support from our own Trustees
- We celebrated International Volunteer Day by sharing stories from our volunteers across Oldham, Rochdale and Tameside, highlighting the essential work they do and their commitment to the community: <https://www.actiontogether.org.uk/international-volunteer-day-2024>

- Our popular annual Volunteer Celebration Fund supported voluntary groups to host their own volunteer celebrations across Oldham, Rochdale and Tameside
- Our annual Tameside Toy Appeal collected over 7,500 toys, supported 1,142 children and raised £2,960. Thank you to all our volunteers, partners, and everyone who donated to the appeal <https://www.youtube.com/watch?v=QynHqWHcquU>

Case Study – Ming’s Story

Ming (Wendy) has been in the UK for 18 years since moving here from China. We matched Ming with Middleton Wellbeing Centre and Café, operated by Rochdale and District Mind.

Read Ming’s story and watch a video to find out more about the centre:

<https://www.actiontogether.org.uk/rochdale-volunteering-mings-story>

Case Study – Terrence

After experiencing a personal crisis and feeling isolated, Terrence reached out to Action Together to find a way to reconnect with others and use his time meaningfully. During a supportive conversation about his interests and goals, the team identified The Together Centre as a great fit for him.

Terrence began volunteering in the centre’s community garden, which helped him get outdoors, meet new people, and feel part of something positive. He later expanded his involvement by becoming a buddy at another local organisation, The Shed.

“I met with Action Together, who talked me through my options, gave me a tour of the centre and introduced me to lots of people. I filled in my volunteer application form the same day and began volunteering the next week.

“The thing I enjoy most about volunteering is the people that I am getting to spend time with. Everyone here is really friendly. I didn’t realise that the Together Centre did so much and supported so many people, either. I get to see the great work they do and the difference that they make through my volunteering, and I find it very rewarding being a part of that.”

Terrence’s story highlights how volunteering can help individuals overcome isolation, build social connections, and regain a sense of purpose through meaningful community involvement.

6. Strategic Partnerships

Collaborations enhanced our reach and impact:

- Partnerships with the British Red Cross, PossAbilities, Ingeus, and Jobcentres supported targeted recruitment.
- Employer Supported Volunteering (ESV) partnerships with local businesses enhanced community engagement. We met local businesses to discuss volunteering and shared

with them how it could be a way to enhance their work and provide volunteers with valuable experience.

- We developed our own internal ESV policy to allow staff to take up to three days of paid leave per year to engage in voluntary work with a local organisation. This has allowed all our staff team to get involved in volunteering, and led to increased engagement between our staff and the voluntary groups we support. Find out how our Volunteering team got stuck in at the Alexandra Park Hub in Oldham:
<https://www.actiontogether.org.uk/volunteer-voices-2024-meet-action-together>
- Retail partnerships led to streamlined volunteer placements, including developing an agreement with all 23 branches of charity shops in Rochdale to collaborate with Action Together on volunteer recruitment. These organisations were particularly drawn to our approach, which reduces the stress of recruitment by offering in-person applicant meetings and precise role specifications advertised on our website. As a result, volunteers understand exactly what is expected of them, leading to more committed and informed placements.

Case Study – Slawomir

Slawomir attended an Ingeus Employability event to explore ways to improve his job prospects and conversational English. He connected with Action Together, who helped him register and explore suitable volunteering opportunities. Slawomir chose to volunteer at the Get Free Books Charity Shop in Hyde, where he could gain valuable customer service experience and improve his English in a practical setting.

Volunteering at the shop every Wednesday, Slawomir helps sort and shelve book donations – an active role that also gives him access to a wide range of free books to support his language learning. “I’m really enjoying volunteering,” he shared. “I’m getting lots of exercise going up and down the stairs with all the books, too!”

Dave, the Lead Volunteer, praised Slawomir’s reliability and contribution: “He’s a huge help – we could do with more volunteers like him!”

Slawomir’s story highlights how volunteering can build skills, confidence, and community connections.

5. Capacity Building

- We provided 1,239 organisations with one-to-one capacity building support, advice and mentoring
- We hosted 133 training sessions and events
- 1,179 people attended our training and events

Empowering Communities and Strengthening the Social Economy

In 2024–25, Action Together continued to build the strength and sustainability of the VCFSE sector across Oldham, Rochdale, and Tameside. Our work focused on direct support, digital transformation, leadership development, and a strong emphasis on growing the social economy.

Through our integrated approach to capacity building and social enterprise development, we are helping to create a more resilient, innovative, and sustainable VCFSE sector. Our support enables local organisations to grow their impact, secure funding, and build stronger communities.

1. Direct Support and Training

- Provided 1,239 organisations with one-to-one support, including mentoring, governance advice, and funding guidance.
- Delivered 133 training sessions to 1,179 participants, ranging from in-person to hybrid and online to ensure accessibility.
- Launched our new Training calendar, responding to member needs with additional topics, scheduling sessions at different times and further in advance, and repeating our most popular training more frequently to ensure more people can attend.
- Training topics included safeguarding, digital marketing, impact measurement, financial management, and bid writing.
- Hosted new and ongoing networks and events to connect local organisations with support and each other.
- Developed and launched new toolkits including governance, finance, Theory of Change, and marketing.
- Developed our Organisation Health Checks to diagnose an organisation's current status and areas it can focus on and supplemented with a new Social Enterprise Health Check and Toolkit.
- Continued to deliver our Quality in Action Award to organisations across Oldham, Rochdale and Tameside.

Case study: Green Horizons North West

Green Horizons North West is a pioneering initiative focused on creating educational and employment opportunities for people who experience marginalisation and identify as neurodiverse. In its early stages, the group had established key infrastructure, including polytunnels, outdoor growing areas, a food service trailer, and a classroom. To grow their impact, they needed support in expanding their reach, securing funding, and building strategic partnerships.

Action Together's Community Development Worker provided tailored guidance to support their development. This included recommending and assisting with registration as a Community Interest Company (CIC), aligning with their social and environmental mission. Extensive research was conducted to identify suitable grant opportunities, and the team was supported in attending local networking events to connect with potential partners and funders.

One-on-one training helped build the team's confidence in networking, grant writing, and fundraising. As a result, Green Horizons North West formed a partnership with a local community centre, strengthened relationships with stakeholders, and empowered their team to represent the organisation effectively.

This case highlights how targeted support can help grassroots organisations formalise their structure, access funding, and build the confidence and connections needed to thrive and deliver lasting community impact.

Case study: Darnhill Food Pantry

In early 2024, the Darnhill Food Pantry underwent a significant transition, separating from the Restoring Hope Community Organisation and welcoming new leadership following the Chair's resignation due to ill health. Throughout this period of change, Community Development Worker Fi provided ongoing support.

Most recently, Fi conducted a Healthcheck with the group to assess their policy portfolio and identify areas for development. This process highlighted the organisation's strengths and helped create a clear action plan for future growth.

The support has been instrumental in guiding the Pantry through change and positioning it for continued community impact.

Case study: Dementia in Action

Dementia in Action is a volunteer-led community group that provides vital support for people living with dementia and their carers across Tameside. Through a variety of activities, the group helps individuals affected by dementia lead fuller, happier lives. To sustain and grow their services, they regularly seek small funding opportunities.

Marion, a key member of the group, works closely with Action Together's Community Development Worker to access funding, build partnerships, and connect with other local services. This collaboration has helped Dementia in Action expand its reach and strengthen its support network.

Action Together also play a key role in facilitating partnerships with local stakeholders and community groups, enhancing the overall dementia support offer in Tameside. We also work with carers, offering guidance and resources to help them in their roles.

Recently, the group received the NHS Covid Vaccination Grant and participated in the *Get Strong Winter* campaign, raising awareness about winter vaccinations—crucial for people with dementia who often have underlying health conditions.

Marion shared, “Over the last five years, Action Together has supported us with seed funding to launch three new services. Their guidance has helped us grow into an established grassroots service.”

This story highlights how long-term, tailored support from Action Together has worked alongside Dementia in Action to grow sustainably, adapt to community needs, and continue delivering essential services to one of Tameside’s most vulnerable populations.

2. Digital Transformation and Website Development

Recognising the increasing demand for accessible, online support, Action Together undertook a full redevelopment of its website to better serve members and the wider community.

Key Improvements and Innovations:

- **User-Centred Design:** The new site was developed based on extensive feedback from staff and member organisations, using focus groups, analytics, and behaviour analysis tools. The result is a platform designed around the needs of visitors, not just the services we offer.
- **Borough-Specific Mini-Sites:** Recognising that members identify strongly with their local area, we introduced dedicated mini-sites for **Oldham, Rochdale, and Tameside**, allowing users to easily access relevant services and information.
- **Enhanced Member Resources Area:** A new section provides downloadable toolkits, templates, videos, and learning materials covering key areas such as volunteering, communications, impact measurement, funding, and finance.
- **Self-Serve Functionality:** Organisations can now manage their own volunteer roles, community activities, and track grant applications directly through the site.
- **Improved Directories:** Upgraded Volunteering, Funding, Events, and Community Activities directories make it easier for users to find opportunities and support.
- **Accessibility and Inclusivity:** The site now includes mobile optimisation, language translation, improved navigation, and text descriptions on all images to ensure it is accessible to all users.
- **Content Integration:** Enhanced functionality allows embedding of videos, presentations, and complex documents, making the site a more dynamic and interactive resource hub.

This digital transformation ensures that Action Together’s support is more accessible, responsive, and tailored to the needs of the communities it serves.

We encourage all Action Together members to access their Dashboard through the login on <https://www.actiontogether.org.uk/>. If you don’t have a login, please contact us at info@actiontogether.org.uk to set one up.

3. Growing the Social Economy: Social Enterprises and Entrepreneurs

Action Together made significant strides in supporting the **social economy**, helping organisations and individuals build sustainable, impact-driven enterprises. We've focused our support on ensuring that people facing the greatest barriers to starting a social enterprise have access to the technical and practical help they need.

Strategic Programmes and Tools

- Rolled out the **Social Enterprise Healthcheck**, developed with Mantle, to help organisations assess strengths and identify areas for development.
- Launched a **Social Enterprise Toolkit** with guidance, activities, and case studies, available through our member portal.
- Delivered the UKSPF-funded **Our Business** programme, offering consultancy, coaching, and training to social enterprises across all three boroughs.

Training and Accelerator Programmes

- Ran multiple training sessions tailored to social economy organisations, including:
 - Building a website for your social enterprise
 - Pricing for sustainability
 - Introduction to accounts and financial management
 - Tendering for public sector contracts
 - Social impact masterclasses
- Delivered **Social Economy Accelerator programmes**, supporting over organisations to develop robust business models, diversify income, and enhance sustainability.
- Launched the **Building Resilient Leaders** programme for **female social entrepreneurs**, focusing on leadership, goal setting, and business planning.

Impact

- **Oldham:** Supported seven social enterprises through the accelerator, with follow-up coaching and business planning support.
- **Rochdale:** Delivered the female social entrepreneur accelerator and supported 11 women-led organisations with specialist consultancy.
- **Tameside:** Five organisations completed the accelerator, with continued support through mentoring and training.

“I have been successful in gaining £18,000 for our church since the start of this course. Having a more organised, structured approach to bids has helped enormously. The course has caused a wider look at organisational culture and where changes can be made.”

- Funding Coaching Programme client

"I have enjoyed the accelerator course, it has been a good mix of different people from different fields. The trainers are knowledgeable and supportive and want the best for the purpose driven businesses we are trying to develop. Lots of first hand experience and tips for the future. I found the follow up one to one session very helpful to focus on specific areas that I needed help with. Thank you."

- The Leap Children and Family Centre

“It's really helped us to reassess where we need to focus and make some big decisions around the sustainability and future of our organisation, it's challenged our thinking along with given us new ideas and alternate ways to do things to save us time and energy, but also ensure that we are aligned with our core values, both professionally and personally. It's actually been REALLY transformational and we've still lots of coaching to go yet!”

- Live Great Adventures CIC

Case study: The Hygge Hub

Founded by local entrepreneur Michelle Claridge, The Hygge Hub began as a freelance wellness venture offering therapeutic services to support mental, emotional, and physical well-being. In 2024, Michelle transitioned the business into a Community Interest Company (CIC) to expand its reach and impact. She approached Action Together's Community Development Team for guidance and received tailored support throughout the process.

With Action Together's help, Michelle secured a £500 Seed Fund and a £1,000 Micro Grant, alongside assistance with safeguarding policies. She also applied for the Building Resilient Businesses programme for female social entrepreneurs and completed our tailored Social Enterprise Healthcheck with support from Community Development Worker Julie. These steps have strengthened The Hygge Hub's foundations and enabled Michelle to grow a community-focused wellness service that continues to make a meaningful difference.

Case study: Prime Active Communities (PAC)

Prime Active Communities CIC (PAC) is a Hattersley-based social enterprise focused on youth and community engagement. Operating across Hattersley, St Peter's, and Hurst wards in Ashton, PAC delivers a wide range of youth services including detached youth work, the Jam Pot Music project, creative youth groups, podcasting, and general youth engagement. They also contribute to the local Violence Reduction Unit (VRU) initiative, ASPIRE.

To sustain and grow their services, PAC sought to diversify their funding beyond local authority support. Action Together's Community Development Worker, Dawn, provided tailored support throughout 2024. This included identifying suitable funders such as Children in Need and the

Postcode Lottery, helping PAC estimate full project costs, reviewing and advising on grant applications, and offering additional guidance during the second stage of the Children in Need application process.

PAC Director Mark Turton also joined Action Together's eight-week Social Economy Accelerator and received one-to-one business mentoring from Mantle. This support helped PAC strengthen its income generation strategy and expand its commissioned services and workforce development offer.

As a result, PAC successfully secured £115,000 in funding. Mark shared, "We were considering paid training for bid writing, but Dawn's one-to-one guidance has been far more effective. Our staff member is now confident and skilled in writing funding applications."

PAC's story highlights how practical, hands-on support can empower grassroots organisations to build their capacity, diversify and secure funding, and grow sustainably to meet the needs of their communities.

6. Partnerships and Collaboration

We hosted 127 separate network meetings and forums, with 1,824 attendees.

We strengthen partnerships, help make connections, and influence change. We connect voluntary, community, faith and social enterprise (VCFSE) groups to each other, and we work with a variety of partner agencies to promote joint working 'on the ground' and at a decision-making level to ensure that the VCFSE sector has the opportunity to understand and respond to local and national priorities.

Themes that run through our work:

- **Deepening Collaboration:** Stronger partnerships between VCFSE organisations, public sector bodies, and communities.
- **Amplifying Lived Experience:** Inclusion of people with lived experience in decision-making, co-production, and leadership roles.
- **Systems Change:** Focus on addressing root causes of poverty, inequality, and violence through long-term, community-led approaches.
- **Health and Wellbeing:** Targeted initiatives to reduce health inequalities and improve access to services.
- **Youth and Community Safety:** Community-led violence reduction programmes and youth engagement initiatives.

Oldham: Building Stronger Communities Through Strategic Collaboration

Oldham has seen a year of innovation, inclusion, and investment. The £2.4m Local Motion funding has enabled a systems change approach to tackling poverty and inequality, while our work in health, youth safety, and community engagement continues to amplify the voices of those most affected by local challenges.

Across the borough, our work has focused on deepening collaboration across the voluntary, community, faith, and social enterprise (VCFSE) sector and public services. From the launch of the VCFSE–Public Sector Forum to the impactful work of the Community Health Champions and Women’s Network, and through a wide range of forums and networks, we’ve created spaces for shared learning, strategic influence, and grassroots action.

Key Achievements

- **Extensive Network Facilitation:** Over a dozen forums and networks supported, including the Community Explorers, Women’s Network, and Community Health Champions.
- **Strategic Representation:** VCFSE sector represented on 20+ governance boards, influencing local decision-making.
- **VCFSE–Public Sector Forum:** Launched to align strategies and embed co-production and fair funding principles.
- **Oldham Local Motion:** Secured £2.4M investment; launched collaborative governance with OPAN (now Oldham Positive Action Network).
- **Community Health Champions:** Tackled key health issues (MMR, cancer screening) through grassroots engagement.
- **Women’s Network:** Delivered domestic abuse projects, business engagement, and menopause awareness; secured funding through March 2025.
- **Violence Reduction Unit:** Delivered youth-focused mentoring, sports, and empowerment programmes in Glodwick.
- **Move More – Feel Better:** Advanced physical activity and wellbeing through Sports England funding and local alliances.
- **Engagement and Insight Network:** Developed an Engagement Toolkit and promoted inclusive engagement practices.

Rochdale: Driving Systems Change Through Community Power

Rochdale has been a beacon of community-led systems change this year. Our networks and foundation groups have not only influenced local policy and funding but have also redefined how power is shared. From the Anti-Poverty Foundation Group’s strategic wins to the launch of

the “With You” campaign tackling violence against women and girls, Rochdale’s communities are leading the way. Participatory grant-making, recovery community development, and youth violence reduction initiatives have all been shaped by lived experience. This year has seen a shift from service delivery to co-production, with communities at the heart of decision-making and innovation.

Key Achievements

- **Systems Change Leadership:** Anti-Poverty and Women’s Foundation Groups led co-designed funding, campaigns, and strategic influence.
- **Participatory Grant-Making:** Refugee Forum and Recovery Communities led funding decisions, ensuring alignment with community needs.
- **Women’s Network With You Campaign:** Borough-wide initiative to end violence against women and girls through storytelling and allyship.
- **Freehold Community Development:** Shifted from deficit-based to asset-based approaches, building trust and local leadership.
- **Youth Violence Reduction:** ASPYA and Darnhill alliances delivered targeted youth programmes, supported by Violence Reduction Unit funding.
- **Recovery Communities:** Established a visible, stigma-reducing recovery network with participatory funding and peer-led initiatives.
- **South Asian Health Engagement:** Appointed a dedicated lead to strengthen voice and influence of South Asian-led organisations.

Tameside: Connecting Voices, Strengthening Impact

In Tameside, our focus has been on amplifying community voices and strengthening the infrastructure that supports them. Through thematic networks, summits, and targeted engagement, we’ve brought together diverse groups to tackle shared challenges. Highlights include the expansion of the Use Your Energy programme, the Tameside Voluntary Sector Summit, and the impactful work of the Ashton St Peters Youth Alliance. Our Healthwatch reports and engagement with racially minoritised communities have informed strategic decisions, while the Refugee and Asylum Seeker Network continues to foster collaboration and practical solutions. Tameside’s story this year is one of connection, inclusion, and collective action.

Key Achievements

- **Use Your Energy Programme:** Launched second phase of community investment to promote physical activity, and [published report on UYE’s impact over the last five years](#)
- **Voluntary Sector Summit:** Reconnected 30+ groups, fostering collaboration and shared priorities.

- **Healthwatch Reports:** Published key insights on cost of living and access to healthcare for people who experience racial inequalities.
- **Partnership Engagement Network:** Conducted focus groups to understand barriers for communities experiencing racial inequalities.
- **ASPYA Youth Alliance:** Delivered diverse youth programmes addressing domestic abuse, violence, and wellbeing through our work with the Violence Reduction Unit.
- **Refugee and Asylum Seeker Network:** Facilitated multi-agency collaboration and scenario-based problem solving.
- **Social Economy Network:** Provides training and networking opportunities for organisations working in the Social Economy as part of the Our Business programme.

7. Leadership and Advocacy

Live Well: Championing Community-Led Health and Wellbeing Across Oldham, Rochdale, and Tameside

Live Well is Greater Manchester's commitment to building healthier, happier, and fairer communities by empowering people and organisations to lead on health and wellbeing.

This year, Action Together has played a pivotal role in advancing the Live Well movement across Oldham, Rochdale, and Tameside.

Action Together's leadership team has been at the forefront of regional efforts to embed the voluntary, community, faith and social enterprise sector into Greater Manchester's health and economic strategies.

Our CEO, Liz, served as a VCFSE Advisor to the GM Combined Authority, ensuring our sector had a seat at the table in shaping the integrated settlement and mayoral priorities. Liz has also taken a leading role in developing a new GM Strategic National Lottery bid for Live Well, that will strengthen and invest in community-led spaces.

Teams from across our localities have contributed to Live Well events in Greater Manchester, with details on March's GM Live Well conference here:

<https://www.vcfseleadershipgm.org.uk/news-and-events/gm-live-well-conference-growing-great-everyday-support-in-every-neighbourhood-19th-march-2025>

This work has included co-design sessions with VCFSE leaders and local authority partners, with a strong focus on inclusion and equity. This focus has led us to develop tailored engagement programmes for Live Well in each of our three localities.

Oldham: Deepening Community Engagement and Co-Production

We led the Live Well Accelerator programme in East Oldham, working closely with Oldham Council and the Innovation Unit. Our work began with extensive community engagement, including participation in our Community Explorers meetings and local council forums. We

heard from residents through surveys and informal conversations at community events, gathering valuable insights into what helps them live healthier and happier lives.

These insights culminated in a 'Design Jam' co-production event, where residents, community leaders, and public sector partners came together to co-design solutions. This collaborative approach not only strengthened local relationships but also laid the groundwork for sustainable, community-led health initiatives. Watch this video for highlights of and findings from the event: <https://www.youtube.com/watch?v=MnNdZxo-qAA>

Funding from the GM Live Well Fund has been instrumental in supporting this work, ensuring that the voices of East Oldham residents continue to shape the future of health and wellbeing in their area, and giving us a foundation to develop this work with engaged local participants.

Rochdale: Amplifying the Voice of the VCFSE Sector

In Rochdale, our focus has been on advocacy and strategic influence.

Throughout the year, we contributed to multiple GM Live Well events, sharing the experiences and aspirations of our Anti-Poverty Foundation Group and advocating for greater community power and accountability.

We also facilitated coordination sessions to keep VCFSE leaders informed and engaged, and supported the development of resource plans for the Economic Trailblazer initiative. These efforts have helped position the VCFSE sector as an equal and essential partner in regional planning and delivery.

Tameside: Harnessing the Power of Stories for Prevention

In Tameside, our work has centred on prevention and the power of storytelling. As one of the Live Well Accelerator sites, we brought together local VCFSE community groups and system partners – from adult social care to housing and public health – to explore what prevention looks like in practice. We identified a pilot site and began building a borough-wide approach to community-led health.

A highlight of the year was our storytelling workshop, where leaders from local VCFSE organisations shared powerful accounts of how their work is transforming lives. These stories, captured on video, have been shared widely with system partners and have begun to influence how prevention is understood and valued across the borough.

- Hear from The Anthony Seddon Fund: <https://youtu.be/m1NgZ60iV1I>
- Hear from West African Development: https://youtu.be/iP4lBsqc4_w
- Hear from Prime Active Communities: <https://youtu.be/1d7CDnDbJXk>
- Hear from New Life Church: <https://youtu.be/0kzH5o3FHSw>

We also established a Live Well Leadership Group in Tameside, which co-designed with 130 VCFSE groups and system partners [a set of Community-Led Wellbeing Principles](#). These principles reflect the values and behaviours that underpin effective community-led prevention and will be shared more broadly at our upcoming Voluntary Sector Summit.

Next Steps

Through the next year, we will build on this work by hosting engagement events across our localities, bringing more people into the Live Well programme and helping our members and the people they support inform the priorities and actions of Live Well.

Stronger Together

Thank you to all our members and partners who came and made our 2024 Stronger Together event and Annual General Meeting at Shree Bharatiya Mandal, Indian Association Tameside such a success.

We heard from inspirational keynote speaker Ruth Ibegbuna, developed the skills of our member organisations through workshops on Defeating Narratives of Division and Community Power Mapping, and hosted a Funding Fair with local and national funders.

Attendees appreciated the opportunity to “bring everyone together all in one space”, work to “a common cause and goal”, “meet Funders face-to-face”, and “the support from Action Together bringing me into a space I’ve not been in before.” [You can find out more about the event and watch a video recap of the day here on our website.](#)

We also welcomed five new trustees to the Action Together Board at our AGM. This followed our Trustee recruitment drive over the summer, and we’re delighted at the range of skills and experiences Martin Ashton, Dewan Choudhury, Aqub Nazir, Mina Patel and Mark Widdup will bring to Action Together. [Find out more about our new and existing Trustees on our website.](#) We also said [goodbye to two of our long-serving Trustees](#), our former Vice Chair Adrian Ball and former Treasurer Anne Parkes. Thank you to them both for all they have contributed to Action Together and the communities we support.

Equity, Diversity and Inclusion

Our focus on EDI and sharing the stories and success of our member organisations continued this year.

Highlights of our activity included:

- **International Transgender Day of Visibility** – Advice on developing a trans-inclusive workplace <https://www.actiontogether.org.uk/developing-trans-inclusive-workplace>
- **Mental Health Awareness Week** – [Sharing stories of groups supported by our funding to make a positive impact on people’s wellbeing](#) and [specific funding opportunities](#)
- **Men’s Health Week** – Heard from Live Great Adventures about their Men’s Minds Matter project: <https://www.actiontogether.org.uk/mens-health-week-and-live-great-adventures>
- **Refugee Week** – Shared events, activity and support: <https://www.actiontogether.org.uk/refugee-week-2024>
- **South Asian Heritage Month** - [Shared events, activity and support](#) and heard from:
 - Kashmir Youth Project (KYP): <https://www.actiontogether.org.uk/south-asian-heritage-month-and-kyp>

- Yuvan Foundation: <https://www.actiontogether.org.uk/south-asian-heritage-month-and-yuvan-foundation>
- **National Inclusion Week** – How we’re creating an inclusive workplace at Action Together, and some suggestions for where to start at your organisation: <https://www.actiontogether.org.uk/national-inclusion-week-2024>
- **Black History Month** – Spoke to our members:
 - BHA: <https://www.actiontogether.org.uk/black-history-month-2024-reclaiming-narratives-0>
 - Real Vision Community Group: <https://www.actiontogether.org.uk/black-history-month-2024-real-vision-community-group>
 - United Sisters: <https://www.actiontogether.org.uk/black-history-month-2024-united-sisters>
 - Safe Square Sanctuary (SASSA): <https://www.actiontogether.org.uk/black-history-month-2024-safe-square-sanctuary-sassa>
- **World Mental Health Day** – What organisations can do to support staff and volunteer mental health: <https://www.actiontogether.org.uk/world-mental-health-day-2024>
- **UK Disability History Month** – Shared the actions we’ve taken internally and how organisations can work towards inclusivity: <https://www.actiontogether.org.uk/uk-disability-history-month-2024>
- **International Men's Day** - Compiled a snapshot of some of the support from across our communities, and some of the specific events being held: <https://www.actiontogether.org.uk/international-mens-day-2024>
- **Hate Crime Awareness Week** – Shared projects and events we’ve supported to combat hate crime: <https://www.actiontogether.org.uk/hate-crime-awareness-week-2025>
- **International Women's Day** – Shared information on our [Women’s Network](#) and promoted local support organisations and events across our communities: <https://www.actiontogether.org.uk/international-womens-day-2025>

In August, we saw racism and violence in our localities directed at Muslims and people seeking asylum. Action Together quickly responded to ensure effective messaging with the VCFSE sector, helped manage community tensions and supported local organisations to make judgements to stay open or close. We prepared resources and a statement in response on our website: <https://www.actiontogether.org.uk/our-statement-racist-and-islamophobic-violence>

We received positive feedback from a number of member organisations for our swift response and solidarity in calling out racism, being explicit about the causes and providing leadership to do better. Locally, we were quickly called upon and asked to support the significant communication efforts, including a peer exchange of VCFSE leaders and organising a community leaders session between the police and 77 community leaders in Oldham. At GM level, we met daily with the respond cell and other Local Infrastructure Organisations. We will continue to stand in solidarity with our member organisations against hatred and racism, and to represent and advocate for local voluntary, community and faith organisations to have the resources and support they need.

We were delighted to once again be able to host our annual Staff Iftar event in March, which serves as an opportunity for our teams to come together and learn about Ramadan:

<https://www.actiontogether.org.uk/action-together-staff-iftar-2025>

We look forward to observing more celebrations next year, including Christmas, Ramadan and other opportunities to bring our staff and communities together to share and learn.

8. Investment

We directed £1,850,674 in funding to 634 Voluntary, Community, Faith and Social Enterprise (VCFSE) organisations.

This was a 15% rise in the number of groups funded, as we reached even more local organisations in need of funding for their activities.

The funding we direct into the sector is tailored to the needs of each of the boroughs we support, though there are key themes that run through the funds we provide:

- Health and Wellbeing
- Cost of Living and Poverty Relief
- Volunteer Support and Recognition
- Arts, Culture, and Creativity
- Youth and Family Support
- Equity and Inclusion

The difference our funding made:

- **Hundreds of community-led projects** funded, addressing urgent needs such as poverty, health inequality, food insecurity, and social isolation.
- **Empowered grassroots organisations** to innovate, collaborate, and deliver culturally relevant, inclusive services.
- **Strengthened community resilience** through targeted investment, capacity building, and celebration of volunteering.

Highlights in Oldham

- **One Oldham Fund:** Secured a £500,000 investment for community-led health and wellbeing initiatives. Delivered microgrants, Warm Hub support, and anti-hate crime funding.

- **Household Support Fund:** £340,000 secured for HSF7, with £220,000 delivered in HSF6 to support households facing cost-of-living pressures. Thousands of households received direct support with food, heating, and essentials. Watch this video for an example of how All Nations Church used their HSF funding and how Action Together supported and continues to drive referrals to them:
https://www.youtube.com/watch?v=H02iWj7x_Ng&t
- **Community Health Champions:** £180,000 invested to address health inequalities and promote vaccination uptake.
- **Family Hubs:** £100,000 invested to expand outreach and access to family services.
- **Volunteer Celebration Fund:** £20,000 awarded to recognise and retain volunteers.
- **Oldham Community Lottery:** Raised over £28,000 for 66 local causes. Hear about the Community Lottery from some of the organisations who've taken part:
<https://youtu.be/W51dPVdRwRU>

Case Study – Heyside Parish Hall

Heyside Parish Hall, based in Royton, is a vital community hub used daily by both church and community groups. Matt Robinson, the Hall's Secretary and an Action Together member, had reached out to us for funding advice to modernise the building – specifically to refurbish the toilets, rewire the property, and install solar panels.

Matt had built a strong working relationship with Uzma, Action Together's Oldham Community Development Worker, after offering the hall as a venue for a Community Explorers meeting. Uzma provided tailored support, including guidance on suitable funders, one-to-one advice, and feedback on applications. Matt also benefited from Action Together's fortnightly Funding e-Bulletin and group discussions about major funders like The National Lottery Awards for All.

With Uzma's support, Matt submitted several successful funding bids. In 2024/2025, Heyside Parish Hall secured an impressive £98,000 in total:

- £20,000 from The National Lottery Awards for All for a full toilet refurbishment
- £38,000 from the UK Government/Groundwork VCSE Energy Efficiency Scheme for energy upgrades, including solar panels
- £30,000 from the SUEZ Communities Fund for rewiring the building

These upgrades have significantly improved the hall's facilities, ensuring it remains a welcoming and functional space for the local community.

Matt shared, "Thanks again for the support of Action Together, especially Uzma for her guidance with these grant applications. The funding has enabled us to complete some long overdue upgrades to the building, ensuring it can continue providing a vital community space in Heyside."

This story highlights the power of collaboration, tailored support, and persistence in helping community organisations secure funding and thrive.

Highlights in Rochdale

- **Rochdale Communities Fund:** Over **£900,000** distributed through 224 grants across four quarters, supporting diverse needs from food security to arts and recovery.
- **Micro Grants:** Funded 43 grassroots projects, including support for chronic illness, literacy, and youth wellbeing.
- **Rochdale Creates Fund:** £89,660 awarded to 22 groups to use arts for wellbeing and community cohesion.
- **Recovery Communities Grants:** £195,950 invested in lived experience-led addiction recovery projects.
- **Climate Co-operators Fund:** £19,633 awarded to raise climate awareness and create green spaces.
- **Wider Essentials & Food Solutions:** Over £200,000 invested in essentials and sustainable food support.
- **Volunteer Celebration Fund:** £8,197 awarded to 19 groups to celebrate and retain volunteers.

Case Study – The Young Khadims

The Young Khadims, based in Rochdale North, received support from Action Together’s Development team and were awarded £1,098 in August to host their Annual Awards Evening. This event plays a vital role in motivating young people by recognising their hard work throughout the year, timed just before the new academic year to inspire a positive start.

The awards evening was a great success, featuring guest speakers and local community influencers. A returning attendee shared, “It’s a great initiative to celebrate the volunteers before the school year starts again. Jamal and the team are doing a great job – it gets better every year.”

The event not only celebrated achievements but also strengthened community spirit and youth engagement. The Young Khadims expressed their gratitude to Action Together for their support, which helped make the event possible and impactful for the young people involved.

Highlights in Tameside

- **Volunteer Celebration Fund:** £20,000 awarded to 48 groups to honour volunteer contributions.

- **Best Start for Life Fund:** Over £70,000 invested to support perinatal mental health and early childhood wellbeing.
- **Use Your Energy (Sport England):** £73,566 distributed to engage children and young people in physical activity.
- **Creative Action Grant:** £4,985 used to support arts-based wellbeing projects for carers and community members.
- **Covid and Winter Vaccination Grants:** £25,000 distributed to support targeted outreach to underrepresented communities to boost vaccine uptake.
- **Robin Estill Fund Launch:** Promoted arts for mental health and neurodivergent communities through a collaborative networking event.

Case study – Celebrating Volunteers at Global Grooves

In June, Global Grooves, an organisation based at The Vale in Mossley, received £500 from the Volunteer Celebration Fund, a grant designed to help groups recognise, recruit, and retain volunteers by celebrating their contributions. The funding enabled Global Grooves to thank their dedicated volunteers, particularly Jayne, who has played a key role in The Vale's community garden.

Jayne, who joined through the gardening volunteer programme, brought valuable permaculture skills and quickly became a leader within the group. She took ownership of the garden space, helping it flourish while also growing in confidence and developing strong leadership abilities. Her idea to organise a visit to the RHS gardens was made possible thanks to the grant, offering a meaningful and inspiring experience for the team.

Jayne also attended a Volunteer Celebration Film event, where she connected with volunteers from other local organisations like The Vale and Emmaus. Reflecting on the evening, she said, "It was nice to see the craft people and meet the Emmaus people... we discussed the film as we walked home. Thanks for a lovely evening."

This story highlights how small grants can have a big impact – recognising volunteers, strengthening community bonds, and empowering individuals like Jayne to grow personally and contribute meaningfully to their communities.

9. Our strategic objectives

We launched our new five-year strategy in December 2022, to take us from 2023 to 2028.

The strategy will cover all of our core work in Oldham, Rochdale and Tameside, with these shared strategic priorities:

1. Strengthen social infrastructure for connected communities
2. Advance our approach to social change

3. Grow and transform as a local funder

1. Strengthen social infrastructure for connected communities

We will do this by:

- Working in neighbourhoods to build deep relationships with groups and strengthen what they do
- Addressing barriers and making Action Together's offer accessible to all parts of our communities of place, identity and experience
- Strengthening community ownership and control of local land, buildings and assets
- Developing and championing volunteering to empower more local people to share their skills, capacity and social capital

Some of the ways we have done this in 2024/25

- Continued to embed Community Team model across neighbourhoods
- Relaunched website with improved navigation and accessibility features
- Increased the number of people receiving information about volunteering and registering to volunteer (+38% on previous year)
- Created online Member Area with free resources and support
- Continued to deliver Organisation Health Checks to support local groups and identify their strengths and areas for improvement

2. Advance our approach to social change

We will do this by:

- Developing our social change networks so they are owned by members with shared learning, power and decision-making
- Investing in networks to identify opportunities for social change, take shared action and make a demonstrable impact in communities
- Developing our skills so that every team across Action Together understands their role in enabling social change
- Strengthening community leadership and the role of community anchors in shaping neighbourhoods

Some of the ways we have done this in 2024/25

- Stronger Together and AGM event themed around our strategic objective to Advance our approach to social change
- Connected and directed funding to networks

- Linked networks with local and national campaigns and awareness dates
- Championed EDI across our organisation and involved all our staff team
- Led on Live Well programme across Oldham, Rochdale and Tameside (see Leadership & Advocacy section)

3. Grow and transform as a local funder

We will do this by:

- Establishing a strategic investment fund in each borough for public and private partners
- Committing to being an open and trusting grantmaker, making longer-term, strategic investments into the core of what our members do
- Connecting and enhancing our development support so we invest time and skills as well as money
- Supporting our members to have a stronger collective voice influencing local funding priorities and bringing investment into their communities

Some of the ways we have done this in 2024/25

- Continued to develop One Oldham Fund and Rochdale Communities Fund, and developed Tameside Communities Fund for launch early next year
- Introduced new strands to these funds in response to local priorities (see Investment section)
- Openly shared information on our website from groups who've received funding, amount they were awarded, and what the funded projects were
- Developed and deepened our support for organisations working in the social economy and diversifying their methods of income generation
- Hosted Funding Fair and Meet The Funders so applicants could meet and speak to national funders
- Developed capacity building support offer around intense organisational development support to include business planning, income generation and sustainability

Find our full strategy at this link: [Action Together Strategy 2023 - 28](#)

10. Our projects

Social Prescribing: Connecting People to What Matters

Social Prescribing offers free, personalised support for individuals facing physical, mental, or social health challenges. Delivered in Oldham through a strong partnership network—including GPs, community services, and the Greater Manchester Integrated Care Partnership—this service helps people improve wellbeing by connecting them to local activities, groups, and support services.

Watch this video with one of our Link Workers to find out more about Social Prescribing and the impact it makes: <https://youtu.be/HMxJS9W6val>

Key Achievements

- **2,796 referrals** received in Oldham
- **84%** reported improved overall wellbeing
- **98%** would recommend the service
- **435** people supported through integrated work with Adult Social Care
- **200+ individuals** supported to stay in work via the **WorkWell** project
- **Six Chatty Café venues** established, plus telephone befriending for isolated individuals
- **New peer support volunteers** recruited and trained

Thematic Highlights

- **Mental Health & Wellbeing:** Regular MDT meetings, suicide prevention engagement, and trauma-informed practice training
- **Employment & Inclusion:** Joint delivery of the GM WorkWell project with Get Oldham Working
- **Community Health:** Collaboration with Oldham Family Practice to support cardio renal metabolic conditions
- **Social Connection:** Expansion of Chatty Café and befriending services to reduce loneliness
- **Training & Development:** Staff accessed training in mental health, safeguarding, poverty awareness, and more
- **Community Engagement**
The team actively participated in local events, including SEND transition days, volunteer fairs, and community health days—ensuring visibility and accessibility of services.

Social Prescribing Stories: Real Lives, Real Change

Katie's Journey: Rebuilding Confidence After Cancer

Katie, a 34-year-old mother of two, was referred to Social Prescribing after undergoing surgery for cervical cancer. Once a full-time caregiver, Katie found herself isolated and lacking the confidence to leave her home following her diagnosis and treatment. Her goal was to regain independence and eventually return to work.

Through regular phone conversations, her Link Worker built a trusting relationship and discovered Katie's passion for arts and crafts. She was connected to the TOG Mind Peer Support project and Talking Therapies, providing both social and emotional support. With encouragement, Katie began attending school pick-ups alone—something she hadn't done in a long time. She now looks forward to spending quality time with her family and is exploring volunteering opportunities as a step toward re-entering the workforce.

Mary's Story: From Homelessness to Home

At 89, Mary returned to Oldham from Ireland after an unsuccessful attempt to retire abroad. She found herself homeless, staying temporarily with a friend and separated from her beloved greyhound, Lucy. Lacking digital skills and access, Mary struggled to navigate the housing system.

Social Prescribing fast-tracked her case, coordinated with housing services, and secured donations from Age UK. Mary was provided with essential furniture, food, and emotional support. Her Link Worker ensured a smooth transition into her new canal-side flat in Failsworth, where she was happily reunited with Lucy. Mary now feels safe, settled, and supported, and is exploring local churches to reconnect with her faith and community.

Fahana's Transformation: From Isolation to Independence

Fahana faced severe anxiety and depression due to overcrowded living conditions and a lack of personal space. With limited English and no knowledge of housing systems, she felt trapped and isolated. Her Social Prescriber provided consistent, culturally sensitive support over 11 months—helping her apply for housing, manage documentation, and understand tenancy responsibilities.

Fahana secured a one-bedroom flat in her preferred area, marking a turning point in her life. She now manages her home confidently, has reconnected with family, and participates in community life. Her mental health has significantly improved, and she feels empowered and optimistic about her future.

Frank's Progress: Finding Purpose and Wellbeing

Frank, living alone and struggling with isolation and low mood, was referred for support with housing and motivation. His Link Worker met him at a convenient community venue and helped him develop a personalised wellbeing plan. Frank was connected to volunteering opportunities and enrolled in the Exercise on Referral Programme through Oldham Community Leisure.

He also received help with a housing application to escape anti-social behaviour in his neighbourhood. Frank now regularly attends the gym, has applied for volunteer roles, and feels more purposeful and connected. As he puts it: "I love going to the gym—it's brilliant. I've already been seven times and it's getting me out of the house. Thank you."

Social Prescribing continues to be a vital, person-centred service that empowers individuals, strengthens community ties, and addresses the wider determinants of health. Through collaboration, compassion, and innovation, we are helping people live healthier, more connected lives.

Note: We were the Social Prescribing provider in Tameside until 31 March 2024, and so delivered no Social Prescribing services in Tameside in the year covered by this report.

Miles of Smiles

[Miles of Smiles](#) is a community transport scheme where volunteer drivers take people to and from health appointments and activities in Tameside. Action Together administers the scheme and recruits volunteer drivers.

In total this year, Miles of Smiles completed 3,879 journeys, across a total of 34,582 miles.

Highlights this year include the recruitment of eight new volunteer drivers including at Action Together's volunteer engagement events, first aid training to ensure drivers have the skills and confidence to respond in an emergency, a new WhatsApp group to communicate with drivers, and the support of fifteen Miles of Smiles drivers to collect toys for the Tameside Toy Appeal.

"We want to thank you and all the volunteers who assisted Dad with his various appointments. Dad was always very pleased with the service, and felt respected and cared for. Thank you everyone."

- Daughter of a Miles of Smiles Passenger

"If I didn't have transport, I would need two buses to get to my group and some days I'm not fit for it. It would cost me £22 for the return trip in a taxi."

- Linda, who uses Miles of Smiles to attend a social group for blind people

"My sisters and I will be eternally grateful to the team who make this happen. The service definitely comes under the heading of Things That Money Can't Buy!"

- Daughter of a Miles of Smiles Passenger

Healthwatch Oldham

Healthwatch Oldham's Annual Report reflects the voices of people across Oldham who have shared their experiences of health and social care services. By listening to what matters most

to the community, they've been able to inform service providers, influence decision-makers, and help shape improvements in care.

Throughout the year, they have worked to ensure that local people are heard, especially those whose voices are often underrepresented.

"Listening to the views of local people regarding their experiences of local health and care services is critical to the work of Healthwatch Oldham and throughout 2024/25 we worked with different Oldham communities to achieve this.

"We worked closely with key partners to run health events for local people (including an Active Healthy Families Event at Oldham Library where we had over a thousand visitors) and were able to provide information, advice and health checks, signpost people to further support and receive information and insight about local services at each of these events.

"We were also able to publish a report regarding your views on secondary/metastatic cancer services, work with local GP Practices to help develop Patient Participation Groups, publish your stories regarding care experiences and conduct an Enter and View visit to Maternity Services at The Royal Oldham Hospital. Reports from all this work are still available to view on our website, and this annual report provides more information on our key work activities."

- Jacqueline Wood, Healthwatch Oldham Chair

[Read Healthwatch Oldham's annual report.](#)

Healthwatch Tameside

Healthwatch Tameside's annual report outlines how they supported over 3,400 people via their information and signposting offer, gathered insights from 648 residents, and published four major reports shaping local services. It highlights how lived experiences have directly influenced decision-making, improved service access, and driven targeted action on inequality, cost of living, and care standards.

Highlights from the year include:

- **Cost of Living Report:** Directly informed Tameside Council's anti-poverty strategy, including the targeting of the Helping Hands campaign and new support schemes tackling economic inactivity and poor health outcomes.
- **Access to GP Services:** Feedback from residents led to actionable recommendations now embedded in Tameside's Primary Care Improvement Programme.
- **Ethnic Minority Healthcare Experiences:** Findings guided the work of the Tameside Inequalities Reference Group and helped steer new cultural competence initiatives in primary care.
- **CAMHS (Child and Adolescent Mental Health Services):** A major collaborative report, based on input from nearly 1,200 people (with strong Tameside representation), influenced regional policy discussions at the Greater Manchester ICS level.
- **Enter and View Visits:** Insights from care home visits led to implemented changes in resident safety, staff visibility, and complaints procedures.

- **Six-year contract:** Secured a new six-year contract with Tameside Metropolitan Borough Council (TMBC), providing funding stability to continue driving meaningful change for residents. As part of broader service improvements, the NHS Complaints Advocacy function was transferred to VoiceAbility in April 2024.

“We are pleased to share our annual report, which demonstrates the impact of Healthwatch Tameside and how we have used people’s insights to improve local services.

“Every conversation, survey, and story shared with us truly helps shape services for the better. This year, we’ve not only listened, but we’ve also ensured those voices led to real decisions, visible changes, and better outcomes for the people of Tameside.

“This report reflects a collective effort made possible by our dedicated team, partners, and communities.”

- Alex Leach, Healthwatch Tameside Manager

[Read Healthwatch Tameside’s annual report.](#)

Culture Coop

Since 2022, Action Together has been working with local partners in Rochdale to develop the Culture Coop, supported by funding from the Arts Council’s Creative People and Places Programme. Action Together’s CEO chairs the consortium, which aims to create innovative, place-based solutions for cultural access – empowering communities to define what counts as art and culture, where it happens, who creates it, and who experiences it.

Our long-term vision is to build sustainable, community-led arts programmes that reflect and serve communities on their own terms. Initially, our goal has been to establish the Culture Coop as an effective mechanism for sharing power and decision-making around cultural development and investment across all communities in Rochdale.

11. Our future plans

Our strategy remains the guiding light for all our work. Looking ahead, we are committed to supporting more local people and community organisations to take a leading role in shaping the services and spaces that matter most to them. We will continue to prioritise community ownership, shared decision-making – especially around resource allocation – and building strong partnerships to tackle the most pressing local challenges.

In the year ahead, we will:

- Grow investment across all areas of the local VCFSE sector, while advocating for greater stability and recognition of the sector’s essential contributions.

- Strengthen our capacity in community organising, and support others doing this work—particularly where it helps shift power and wealth into the hands of local people.
- Influence local and Greater Manchester policies, focusing on those that reflect the priorities our members tell us matter most to the communities they support.
- Create brave spaces for people to come together to challenge injustice, and secure new partners and investment to sustain this work.

12. Strengthening the VCFSE Sector in Greater Manchester

10GM is a strategic collaboration of local infrastructure organisations (LIOs) – Action Together, Bolton CVS, Macc, and Salford CVS – working together to support and amplify the voice and impact of the voluntary, community, faith and social enterprise (VCFSE) sector across Greater Manchester (GM). With a central team and deep local roots, 10GM connects borough-level initiatives to GM-wide strategies, ensuring the VCFSE sector is a key partner in shaping regional policy and delivery.

Action Together plays a pivotal leadership role. Our CEO is one of 10GM’s Directors and actively represents the VCFSE sector in high-level GM governance and reform groups.

Through 10GM, this year Action Together has:

- Strengthened the **strategic voice** of the VCFSE sector in GM governance.
- Enabled **cross-borough collaboration** and knowledge sharing.
- Championed **inclusive, community-led approaches** to health, wellbeing, and economic development.
- Positioned the VCFSE sector as a **key delivery partner** in GM’s reform and devolution agenda.

Highlights and Achievements

Strategic Influence and Representation

- Led the VCFSE Leadership Group in producing a [sector manifesto](#) and hosting a GM Mayoral Hustings.
- Action Together’s CEO contributed to the GM Executive Reform and Core Group, advocating for VCFSE inclusion in the integrated settlement with government.
- Joined the NHS GM Commissioning Steering Group and contributed to the Greater Manchester Strategy Editorial Board.

Collaborative Projects and Partnerships

- Launched 'Our Business', a joint initiative with Co-ops UK to grow the social economy in GM.
- Signed a refreshed GM Moving Memorandum of Understanding, reinforcing commitment to health and wellbeing through physical activity.
- Contributed to GM Live Well events, focusing on community wealth, everyday support, and inclusive health systems.

Sector Development and Inclusion

- Relaunched the VCFSE GM Population Health Group, ensuring sector representation in public health planning.
- Facilitated weekly updates and coordination sessions for VCFSE leaders on Live Well and GMCA/NHS developments.
- Supported the Economic Trailblazer initiative, ensuring VCFSE involvement in local economic and skills planning.

Innovation and Funding

- Led the development of a GM Strategic Lottery bid for Live Well, with co-design sessions involving over 30 VCFSE leaders and local authority partners.
- Prioritised engagement with marginalised and excluded communities to ensure inclusive funding and programme design.

GM VCSE Leadership Group

We are part of the GM VCSE Leadership Group, and supported the launch of the group's manifesto for 2024 – 2028. Read here: https://www.vcseleadershipgm.org.uk/wp-content/uploads/GM_Manifesto-D.pdf

This manifesto summarises the voluntary, community and social enterprise (VCSE) sector's ambitions and key asks of our public sector partners over the next four years:

1. Continue to embed VCSE sector as an equal partner
2. Listening City Region
3. Embed VCSE in public service delivery
4. Build caring, resilient communities
5. A 'Community Wealth' City Region
6. Champion and value our workforce

Find out more about the GM VCSE Leadership Group: <https://www.vcseleadershipgm.org.uk/>

13. Our purpose and values

Our purpose and charitable objects

'To strengthen the voluntary, community, faith and social enterprise sector, maximising opportunities to create positive social change, promote social justice and harness social benefit.'

Our charitable objects are to:

- promote any charitable purposes for the benefit of the public, principally but not exclusively in the local government areas of Oldham, Rochdale and Tameside and the surrounding area and, in particular, to build the capacity of third sector organisations and provide them with the necessary support, information and services to enable them to pursue or contribute to any charitable purpose.
- promote, organise and facilitate co-operation and partnership working between third sector, statutory and other relevant bodies in the achievement of the above purposes within the area of benefit.

Our mission is to strengthen the voluntary, community, faith and social enterprise sector, increase individual social action, and work across organisational and sector boundaries to maximise every opportunity to harness social good and create social change. There are an estimated 3,788 voluntary, community, faith and social enterprise groups in Oldham, Rochdale and Tameside according to our State of the Sector research.

Public Benefit - how we decide who to help

We make decisions in line with the Public Benefit guidance (2014) and ensure:

- Decisions are taken in line with our charitable objects
- That we adhere to our values in the decision we take
- We prioritise our services to help those that would be unable to pay for the support and / or who are tackling a significant social injustice
- We identify and minimise risks
- There is no personal benefit (or advantage) given to trustees or staff

Our values

Action Together's values underpin all our activities including our strategy, operational plan, workforce development and recruitment. We want to be held to account on our values, as ways of working that we will always strive for.

Believe it's possible - vision and ideas matter. We have confidence in the power of people and communities and strive to release their potential to create the widest possible benefits whilst promoting social justice.

Strengthen others - we work in ways that strengthen people, places, and partnerships. We achieve this by working collaboratively, sharing skills, and developing relationships between people, groups and agencies.

Be true - we are brave enough to share constructive insight to make progress. Our unique insight comes from our connections with, and amplification of, the diverse range of voices of people and groups that we work with.

14. Structure, Governance and Management

Governance

The charity is set up as a charitable incorporated organisation and was registered with the Charity Commission on 10 February 2016. Action Together CIO is governed by its constitution. The Board of Trustees is the governing body of Action Together and is ultimately responsible for everything the incorporated charity does. Action Together's board can have a maximum of 14 Board members, 12 of which are elected from its membership, with the ability to co-opt a further two people.

Action Together's Honorary Officers for 2024/25 were:

- **Chair** - Camilla Guereca
- **Vice Chair** - Andy Wiggans
- **Treasurer** - Mina Patel

We undertook an extensive trustee recruitment campaign ahead of our Annual General Meeting, aiming to recruit four trustees to fill roles of those who had stepped down or come to the end of their tenure. We targeted specific skills from new trustees and were delighted with the campaign and its response, as we welcomed five Board members with fantastic skills and experience: Martin Ashton, Dewan Choudhury, Aqub Nazir, Mina Patel and Mark Widdup.

Board members are supported in their role by receiving an induction and support from the CEO and other trustees. Trustees are encouraged to take up our training and development opportunities, as well as external training that is of interest.

A full list of the trustees can be found at <https://www.actiontogether.org.uk/our-board>

Action Together has two standing committees that steer the work of Healthwatch Oldham and Healthwatch Tameside. These have their own terms of reference but ultimate accountability of the contracts and employment is with Action Together.

Structure and management

The day to day running of the charity is handled through a scheme of delegation to the Chief Executive, Liz Windsor-Welsh. The Chief Executive leads the Senior Leadership Team, which consists of the Chief Executive, Director of Finance and Operations, and the three Directors responsible for the management of our locality teams in Oldham, Rochdale and Tameside.

Our Website

- **Major Redesign and Relaunch:** Action Together undertook a comprehensive redesign of its website, shaped by consultations with staff and member organisations across all three localities. The new site is structured around user needs, with improved navigation, enhanced accessibility features, and expanded self-service options.
- **New Features and Functionality:** A Member Login area was introduced, offering access to a growing library of free resources. Event booking was streamlined, and a new Events and Training Calendar was launched to boost engagement.
- **Accessibility and Inclusion:** The site now includes extensive accessibility tools, ensuring a more inclusive experience for all users.
- **Increased Engagement:** Website traffic rose to 884,860 hits, a 13% increase (an additional 101,622 visits) compared to the previous year. This continues a trend of year-on-year growth since the COVID-19 pandemic.
- **Popular Pages:**
 - [Volunteering](#) – once again our most visited page.
 - [Find Funding](#) – second most popular, a key destination for organisations seeking support.
 - [Community Activities Directory](#) – widely used by the public and partners.
 - [Events and Training Calendar](#) – saw increased engagement following its launch.
 - [Member Login](#) – visits nearly doubled, particularly from returning users, highlighting the success of the new member-focused features.

System Development

- **CiviCRM Enhancements:** A new grants module was developed and integrated with financial systems, with rollout due in the next year. The system was upgraded to Drupal 10, enabling future scalability.
- **Data and Security:** Annual data protection training was completed; minor data incidents were managed without escalation. Cyber Essentials accreditation was renewed, and NHS safeguarding standards were met.
- **Digital Infrastructure:** Transitioned to SharePoint, decommissioned legacy servers, and upgraded all laptops to Windows 11. A shared file storage system for SLT and Board was implemented.

- **Planning and Governance:** New business planning tools were introduced, and operational plans refreshed. A major data archive and retention review was conducted to manage storage and compliance.

Staffing

- **Headcount and FTE:** Our team averaged a headcount of 79.08, and FTE was 68.25.
- **New Staff:** Across the year, multiple new roles were filled, including Social Prescribing Link Workers, Volunteer Support Officers, and strategic roles like LocalMotion Manager.
- **Recruitment across GM:** Launched a new Recruitment Hub with LIO partners across GM <https://gmworkforcehub.org.uk/recruitment-hub/>. The hub feed links directly with our Jobs page, reducing the need for admin and duplication and ensuring roles from our localities reach people across GM
- **Redundancies:** Some roles ended due to project completions or restructuring, notably in Tameside.
- **Apprenticeships:** Introduced a Business Administrator apprenticeship, supporting workforce development and social value commitments.

Learning, Development and Employee Wellbeing

- **Strengths Mapping:** A comprehensive project mapped staff skills across all levels, informing a new training calendar and development strategy.
- **Policy and Process Improvements:** Induction, performance management, and disciplinary procedures were reviewed and updated with inclusive, supportive toolkits.
- **GM Workforce Hub:** Input into design of new GM Workforce Hub, with resources and support for employees in the VCFSE sector: <https://gmworkforcehub.org.uk/>
- **Wellbeing Initiatives:** Relaunched the Employee Wellbeing Group, introduced Mental Health First Aiders, and celebrated staff through events like Thank You Day and long-service awards.
- **Volunteering Policy:** Launched Employer Supported Volunteering, allowing staff to contribute to community projects during work hours.

Equity, Diversity and Inclusion (EDI)

- **Strategy Implementation:** Rolled out the first EDI strategy with interactive staff sessions and team-specific action planning.

- **Anti-Racism and Inclusion:** Conducted an anti-racism survey, developed discrimination reporting guidelines, and created resources to support inclusive practices.
- **Community and Cultural Engagement:** Celebrated Diwali, Iftar, and other cultural events; shared awareness content on key dates like Black History Month and Neurodiversity Week.
- **Data and Impact:** Improved demographic data collection on members and volunteers to assess equity in services and funding. Developed inclusive recruitment guidance for members.
- **Recognition:** Achieved Disability Confident Leader status, reinforcing commitment to inclusive employment.

Risk management

We hold a detailed risk management document which is submitted to the Board of trustees of an annual basis. This risk register identifies potential risks to the organisation over a broad base of elements covering, governance, strategic, reputational, operational, safeguarding, financial and information governance. In addition it sets out mitigations and controls that are in place to reduce the risk of such incidents as far possible. Where incidents do occur, each is logged and any subsequent learning reflected in a change to process and practice where appropriate. In addition to the risk register and incident log, a compliance report details controls in place over our internal systems and this is submitted to the Board of trustees on an annual basis.

15. Financial review

Funds at 31 March 2025 amounted to £6,704,188 of which £ 5,186,179 were restricted. Expenditure in the year met the objectives that were required by the principal funding sources, as described in their funding agreements.

Restricted funds held at the end of the year have been carried forward for the future support of specific projects. Action Together recognises that it is responsible and accountable for public funds. It further recognises that it needs clarity and transparency in demonstrating how these funds are managed and, in particular, the level of funds that it judges appropriate to hold in reserve.

The Trustees have established a reserves policy which requires:

- Reserves are maintained at a level which ensures that Action Together has the ability to meet its ongoing commitments with sufficient reserves to cover a minimum of six month's running costs, redundancy costs and core committed costs
- A proportion of reserves are maintained in a readily realisable form

- The calculation of the reserves is an integral part of the organisation's planning, budget and forecast cycle and will take into account:
- Risks associated with each stream of income and expenditure being different from that budgeted
- Planned activity level
- Organisation's commitments
- The reserves fund is managed and monitored at each Finance Sub-Group meeting and reported back to the full Board of Trustees within the financial reporting procedures.

The calculated reserves fund will be reviewed quarterly to ensure it takes account of changing circumstances.

The reserves position as at 31 March 2025 is as follows:

Total requirement of six months running costs, redundancy and committed core costs:
£751,362

Total unrestricted reserves, cash and investments (net of tangible fixed assets): £1,494,506

The trustees have assessed the current financial standing of the organisation with reference to current activity, projections, cash flows and reserves and have concluded that the charity is a going concern.

Investment funds are held in medium risk portfolios with the aim of growing the funds over a medium to long term (depending on the withdrawals made during the year) but the volatility of the markets over the last three to four years in particular has seen some variation in gains/losses at the year end in this respect. Despite this volatility the investments have seen average growth over the last seven years of between 3.25% and 4.9% per annum. The Board of Trustees through the Finance Sub Group review the performance of those funds and are satisfied that they are still meeting the original aims of the investments made.

Remuneration rates of key management personnel is set by the Board of Trustees via the Finance Sub Group who use a number of benchmarks and parameters to set these rates. This involves reference to local authority spine rates published in Oldham, Rochdale and Tameside, relevant job descriptions and levels of responsibility. In addition further benchmarking against other charities of similar size are taken into account. Action Together is a supporter of the Greater Manchester Good Employment Charter.

16. Reference and administrative details

Registered charity name: Action Together CIO

Charity registration number: 1165512

Principal office:

80 Union Street

Oldham

OL1 1DJ

Trustees:

- | | |
|----------------|----------------------|
| • C. Guereca | |
| • A. Wiggans | |
| • M. Patel | Appointed 06/12/2023 |
| • N. Akhter | |
| • M. Ashton | Appointed 12/11/2024 |
| • D. Choudhury | Appointed 12/11/2024 |
| • J. Mellor | |
| • A. Nazir | Appointed 12/11/2024 |
| • J. Rehman | |
| • M. Widdup | Appointed 12/11/2024 |
| • J. Yates | |
| • A Ball | Resigned 12/11/2024 |
| • A Begum | Resigned 12 /04/2024 |
| • A Parkes | Resigned 12/11/2024 |

Auditor:

Feltons Chartered Accountants

1 The Green

Richmond

Surrey

TW9 1PL

Bankers:

Unity Trust Bank PLC
9 Brindley Place
Birmingham
B1 2HP

CCLA Investment Management
Senator House
85 Queen Victoria Street
London
EC4V 4ET

Blackrock Investment Management (UK) Ltd
12 Throgmorton Avenue
London
EC2N 2DL

Castlefield
9th Floor
111 Piccadilly
Manchester
M1 2HY

Trustees' responsibilities statement

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity, and of the incoming resources and application of resources of the charity for that period.

In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the applicable Charities SORP
- Make judgments and accounting estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust Deed. 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' annual report was approved by Camilla Guereca on behalf of the board of trustees



on 25/09/2025

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ACTION TOGETHER CIO

Opinion

We have audited the financial statements of Action Together CIO (the 'charity') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ACTION TOGETHER CIO (CONTINUED)

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ACTION TOGETHER CIO (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We obtained an understanding of laws and regulations that could reasonably be expected to have a material effect on the financial statements through discussion with management and those charged with governance, including financial reporting and taxation legislation. We considered that extent of compliance with those laws and regulations as part of our procedures on the related financial statement items.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations. We remained alert to any indications of non-compliance throughout the audit
- We addressed the risk of fraud through management override by reviewing the appropriateness of a sample of journal entries and other adjustments; assessing whether the judgements made in making key accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business that we come across throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

ACTION TOGETHER CIO

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ACTION TOGETHER CIO (CONTINUED)

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Feltons

Feltons Chartered Accountants

Chartered Accountants
& Statutory Auditors

1 The Green

London

TW9 1PL

Date: *7/10/25*

Feltons Chartered Accountants are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

ACTION TOGETHER CIO

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Charitable activities	4	-	7,734,570	7,734,570	6,190,669
Other trading activities	5	119,759	-	119,759	45,006
Investments	6	153,173	23,445	176,618	125,532
Total income		272,932	7,758,015	8,030,947	6,361,207
Expenditure on:					
Raising funds	7,8	56,084	928	57,012	20,698
Charitable activities	10	71,416	6,212,982	6,284,398	6,223,649
Total expenditure		127,500	6,213,910	6,341,410	6,244,347
Net income before net (losses)/gains on investments		145,432	1,544,105	1,689,537	116,860
Net (losses)/gains on investments		(4,686)	3,470	(1,216)	8,031
Net movement in funds		140,746	1,547,575	1,688,321	124,891
Reconciliation of funds:					
Total funds brought forward		1,377,263	3,638,604	5,015,867	4,890,976
Net movement in funds		140,746	1,547,575	1,688,321	124,891
Total funds carried forward		1,518,009	5,186,179	6,704,188	5,015,867

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 54 to 76 form part of these financial statements.

ACTION TOGETHER CIO

BALANCE SHEET AS AT 31 MARCH 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	15	23,503	18,238
Investments	16	1,066,735	1,056,300
		<u>1,090,238</u>	<u>1,074,538</u>
Current assets			
Debtors	17	849,979	158,870
Investments	18	952,557	907,595
Cash at bank and in hand		4,174,106	3,093,096
		<u>5,976,642</u>	<u>4,159,561</u>
Current liabilities			
Creditors: amounts falling due within one year	19	(362,692)	(218,232)
		<u>5,613,950</u>	<u>3,941,329</u>
Net current assets		<u>5,613,950</u>	<u>3,941,329</u>
Total assets less current liabilities		<u>6,704,188</u>	<u>5,015,867</u>
Net assets excluding pension asset		<u>6,704,188</u>	<u>5,015,867</u>
Total net assets		<u>6,704,188</u>	<u>5,015,867</u>
Charity funds			
Restricted funds	20	5,186,179	3,638,604
Unrestricted funds	20	1,518,009	1,377,263
Total funds		<u>6,704,188</u>	<u>5,015,867</u>

The financial statements were approved and authorised for issue by the Trustees on 25/09/2025 and signed on their behalf by:



Mina Patel Treasurer

The notes on pages 54 to 76 form part of these financial statements.

ACTION TOGETHER CIO

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
Cash flows from operating activities		
Net cash used in operating activities	935,738	37,089
Cash flows from investing activities		
Dividends, interests and rents from investments	176,618	125,532
Purchase of tangible fixed assets	(19,696)	(10,317)
Proceeds from sale of investments	17,112	164,885
Purchase of investments	(28,762)	(6,901)
Net cash provided by investing activities	145,272	273,199
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	1,081,010	310,288
Cash and cash equivalents at the beginning of the year	3,093,096	2,782,808
Cash and cash equivalents at the end of the year	4,174,106	3,093,096

The notes on pages 54 to 76 form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is 80 Union Street, Oldham, OL1 1DJ.

2. Accounting policies**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The 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 the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Action Together CIO meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

There are no material uncertainties about the charity's ability to continue.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it will be regarded as restricted.

Receipts received during the year which are not to be expended until after the balance sheet date are not recognised as income for the year and are included in income deferred.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

2. Accounting policies (continued)**2.4 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities upon the completion of the relevant performance-related conditions. Other grants that are not subject to performance-related conditions are credited to the Statement of Financial Activities as the grant proceeds are received. Grants received prior to the revenue recognition criteria being satisfied are recognised as a liability.

2.6 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 institution with whom the funds are deposited.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

2. Accounting policies (continued)**2.7 Tangible fixed assets and depreciation**

Tangible fixed assets are initially recognised at cost. After recognition, under the revaluation model, tangible fixed assets whose fair value can be measured reliably shall be carried at a revalued amount, being their fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting date.

Fair values are determined from market-based evidence by appraisal that is normally undertaken by professionally qualified valuers. If there is no market-based evidence of fair value because of the specialised nature of the tangible fixed asset and it is rarely sold, except as part of a contributing business, a Charity may need to estimate fair value using an income or depreciated replacement cost approach.

Gains and losses on revaluation are recognised in the Statement of Financial Activities, with a separate revaluation reserve being shown in the Statement of funds note.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Motor vehicles	-	25% straight line
Fixtures and fittings	-	25% straight line
Office equipment	-	25% straight line

2.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of Financial Activities.

2.9 Debtors

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

2.10 Cash at bank and in hand

Cash at bank and 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.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

2. Accounting policies (continued)**2.11 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.12 Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Where investments in shares or preference shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

2.13 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

2. Accounting policies (continued)

2.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

(i) Recoverability of receivables

If necessary, the Charity establishes a provision for receivables that are estimated not to be recoverable. When assessing the recoverability the trustees consider factors such as aging of receivables, past experience of recoverability, and the credit profile of an individual or groups of customers.

Critical areas of judgment:

(i) In assessing whether there have been any indicators of impairment of assets, the trustees have considered both external and internal sources of information such as market conditions, counterparty credit ratings and experience of recoverability. There have been no indicators of impairment identified during the current financial year.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

4. Income from charitable activities

	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Core Infrastructure	812,423	812,423	814,232
Healthwatch	296,526	296,526	285,550
Grants & investments in the VCFSE	1,968,358	1,968,358	2,045,889
Social Prescribing/Community wellbeing	1,204,990	1,204,990	1,689,308
LTO	124,189	124,189	114,561
Other projects & consultancy	3,328,084	3,328,084	1,241,129
	<u>7,734,570</u>	<u>7,734,570</u>	<u>6,190,669</u>
<i>Total 2024</i>	<u>6,190,669</u>	<u>6,190,669</u>	

5. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Activities for generating funds	119,759	119,759	45,006
	<u>45,006</u>	<u>45,006</u>	
<i>Total 2024</i>	<u>45,006</u>	<u>45,006</u>	

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

6. Investment income and bank interest

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from listed investments	7,234	23,445	30,679	34,801
Investment income - bank interest	145,939	-	145,939	90,731
	<u>153,173</u>	<u>23,445</u>	<u>176,618</u>	<u>125,532</u>
<i>Total 2024</i>	<u>96,949</u>	<u>28,583</u>	<u>125,532</u>	

7. Expenditure on raising funds

Support costs - fundraising expenses

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Centrally incurred support costs less those recovered from restricted funds	56,084	56,084	19,788
	<u>19,788</u>	<u>19,788</u>	
<i>Total 2024</i>	<u>19,788</u>	<u>19,788</u>	

The centrally incurred support costs amounted to £739,557 (2024: £752,238) of which £683,473 (2024: £732,450) were recovered from the administration and management of restricted costs.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

8. Investment management costs

	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Investment management fees	928	928	910
<i>Total 2024</i>	910	910	

9. Analysis of grants

	Grants to Institutions 2025 £	Total funds 2025 £	Total funds 2024 £
Grants, Grants & investments in the VCFSE	1,927,873	1,927,873	1,515,286
Grants, Social Prescribing/Community wellbeing	94,693	94,693	-
Grants, LTO	34,879	34,879	-
Grants, Other projects & consultancy	-	-	72,069
	2,057,445	2,057,445	1,587,355
<i>Total 2024</i>	1,587,355	1,587,355	

Information relating to grants made to institutions by the Charity can be accessed at
<https://www.actiontogether.org.uk>.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

10. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
Core Infrastructure	-	757,147	757,147	752,419
Healthwatch	-	275,937	275,937	294,284
Grants & investments in the VCFSE	-	2,243,216	2,243,216	1,625,144
Social Prescribing/Community wellbeing	-	1,237,793	1,237,793	1,866,772
LTO	-	65,770	65,770	129,799
Other projects & consultancy	62,633	1,633,119	1,695,752	1,540,452
Governance costs	8,783	-	8,783	14,779
	<u>71,416</u>	<u>6,212,982</u>	<u>6,284,398</u>	<u>6,223,649</u>
<i>Total 2024</i>	<u>62,712</u>	<u>6,160,937</u>	<u>6,223,649</u>	

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

11. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Grant funding of activities 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Core Infrastructure	623,270	-	133,877	757,147	752,419
Healthwatch	217,937	-	58,000	275,937	294,284
Grants & investments in the VCFSE	209,935	1,927,874	105,408	2,243,217	1,625,144
Social Prescribing/Community wellbeing	1,025,747	94,693	117,352	1,237,792	1,866,772
LTO	25,641	34,879	5,250	65,770	129,799
Other projects & consultancy	1,432,166	-	263,586	1,695,752	1,540,452
Governance costs	-	-	8,783	8,783	14,779
	3,534,696	2,057,446	692,256	6,284,398	6,223,649
<i>Total 2024</i>	<i>3,892,478</i>	<i>1,587,355</i>	<i>743,816</i>	<i>6,223,649</i>	

12. Auditors' remuneration

The auditors' remuneration amounts to an auditor fee of £6,950 (2024 - £6,500), and accountancy fees of £4,000 (2024 - £4,000).

13. Staff costs

	2025 £	2024 £
Wages and salaries	2,504,247	2,665,904
Social security costs	237,432	254,492
Contribution to defined contribution pension schemes	142,246	154,975
	2,883,925	3,075,371

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

13. Staff costs (continued)

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

	2025 No.	2024 No.
Total employees	79	89

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025 No.	2024 No.
In the band £60,001 - £70,000	1	1
In the band £70,001 - £80,000	1	1

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity including employer's national insurance was £161,394 (2024:£157,638).

14. Trustees' remuneration and expenses

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

During the year ended 31 March 2025, expenses totalling £NIL were reimbursed or paid directly to no Trustee (2024 - £NIL to for meeting expenses).

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

15. Tangible fixed assets

	Motor vehicles £	Fixtures and fittings £	Office equipment £	Total £
Cost or valuation				
At 1 April 2024	24,299	9,872	61,381	95,552
Additions	-	-	19,696	19,696
At 31 March 2025	24,299	9,872	81,077	115,248
Depreciation				
At 1 April 2024	24,299	9,101	43,914	77,314
Charge for the year	-	335	14,095	14,430
At 31 March 2025	24,299	9,436	58,009	91,744
Net book value				
At 31 March 2025	-	436	23,068	23,504
At 31 March 2024	-	771	17,467	18,238

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

16. Fixed asset investments

	Listed investments £	Unlisted investments £	Total £
Cost or valuation			
At 1 April 2024	1,038,829	17,471	1,056,300
Additions	28,762	-	28,762
Disposals	(15,714)	(1,397)	(17,111)
Revaluations	(1,216)	-	(1,216)
At 31 March 2025	<u>1,050,661</u>	<u>16,074</u>	<u>1,066,735</u>
Net book value			
At 31 March 2025	<u>1,050,661</u>	<u>16,074</u>	<u>1,066,735</u>
At 31 March 2024	<u>1,038,829</u>	<u>17,471</u>	<u>1,056,300</u>

17. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	827,600	135,840
Other debtors	-	3,336
Prepayments and accrued income	22,379	19,694
	<u>849,979</u>	<u>158,870</u>

18. Current asset investments

	2025 £	2024 £
Unlisted investments	<u>952,557</u>	<u>907,595</u>

Unlisted investments represent investment in a charity short term common deposit fund.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

19. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	74,754	15,778
Other taxation and social security	106,455	123,092
Other creditors	1,429	1,240
Accruals and deferred income	180,054	78,122
	<u>362,692</u>	<u>218,232</u>
	2025 £	2024 £
Resources deferred during the year	<u>116,595</u>	<u>-</u>

The deferred income relates to funding received in advance for the following year.

ACTION TOGETHER CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

20. Statement of funds

The separate analysis of restricted funds overleaf shows the movements on the material restricted funds, with the balance of the funds shown as other restricted funds.

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2025 £
Unrestricted funds					
Designated funds					
Development of the database	47,005	-	(41,230)	-	5,775
Research and capacity fund	47,000	-	-	-	47,000
	<u>94,005</u>	<u>-</u>	<u>(41,230)</u>	<u>-</u>	<u>52,775</u>
General funds					
General Funds - all funds	<u>1,283,258</u>	<u>272,932</u>	<u>(86,270)</u>	<u>(4,686)</u>	<u>1,465,234</u>
Total Unrestricted funds	<u>1,377,263</u>	<u>272,932</u>	<u>(127,500)</u>	<u>(4,686)</u>	<u>1,518,009</u>

ACTION TOGETHER CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

20. Statement of funds (continued)

	Balance at 1 April 2024 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2025 £
Restricted funds					
Action Oldham Fund	444,949	15,247	(23,298)	10,253	447,151
Tameside 4 Good	282,996	12,302	(38,867)	(6,783)	249,648
Tameside Robin Estill Fund	152,280	-	-	-	152,280
Thriving Communities Social Prescribing	312,603	646,858	(606,454)	-	353,007
One Oldham Fund	199,432	3,000	(184,934)	-	17,498
Oldham Local Motion	-	1,477,424	(2,612)	-	1,474,812
Restricted Funds - other	2,246,344	5,603,184	(5,357,745)	-	2,491,783
	<u>3,638,604</u>	<u>7,758,015</u>	<u>(6,213,910)</u>	<u>3,470</u>	<u>5,186,179</u>
Total of funds	<u>5,015,867</u>	<u>8,030,947</u>	<u>(6,341,410)</u>	<u>(1,216)</u>	<u>6,704,188</u>

ACTION TOGETHER CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

20. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 April 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 March 2024 £</i>
Unrestricted funds						
Designated funds						
Development of the database	68,018	-	(21,013)	-	-	47,005
Research and capacity fund	-	-	-	47,000	-	47,000
	<u>68,018</u>	<u>-</u>	<u>(21,013)</u>	<u>47,000</u>	<u>-</u>	<u>94,005</u>
General funds						
General Funds - all funds	<u>1,248,751</u>	<u>141,955</u>	<u>(61,487)</u>	<u>(47,000)</u>	<u>1,039</u>	<u>1,283,258</u>
Total Unrestricted funds	<u>1,316,769</u>	<u>141,955</u>	<u>(82,500)</u>	<u>-</u>	<u>1,039</u>	<u>1,377,263</u>

ACTION TOGETHER CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

20. Statement of funds (continued)

	<i>Balance at 1 April 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 March 2024 £</i>
Restricted funds						
Action Oldham Fund	535,229	19,420	(120,224)	-	10,524	444,949
Tameside 4 Good	289,339	10,389	(13,200)	-	(3,532)	282,996
Tameside Robin Estill Fund	152,280	-	-	-	-	152,280
Thriving Communities Social Prescribing	141,873	619,790	(449,060)	-	-	312,603
One Oldham Fund	19,609	301,100	(121,277)	-	-	199,432
Restricted Funds - other	2,435,877	5,268,553	(5,458,086)	-	-	2,246,344
	<u>3,574,207</u>	<u>6,219,252</u>	<u>(6,161,847)</u>	<u>-</u>	<u>6,992</u>	<u>3,638,604</u>
Total of funds	<u>4,890,976</u>	<u>6,361,207</u>	<u>(6,244,347)</u>	<u>-</u>	<u>8,031</u>	<u>5,015,867</u>

ACTION TOGETHER CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

21. Summary of funds

Summary of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2025 £
Designated funds	94,005	-	(41,230)	-	52,775
General funds	1,283,258	272,932	(86,270)	(4,686)	1,465,234
Restricted funds	3,638,604	7,758,015	(6,213,910)	3,470	5,186,179
	<u>5,015,867</u>	<u>8,030,947</u>	<u>(6,341,410)</u>	<u>(1,216)</u>	<u>6,704,188</u>

Restricted funds held at the end of the year have been carried forward for the future support of specific projects. Action Together recognises that it is responsible and accountable for public funds. It further recognises that it needs clarity and transparency in demonstrating how these funds are managed and, in particular, the level of funds that it judges appropriate to hold in reserve.

As well as the carry forward figure for designated funds of £52,775 the Board of Trustees has approved a further allocation of £33,000 in the 25/26 budget. This amalgamated sum is to be used to improve business development capacity as well as our ongoing work on Civi improvements and state of the sector research.

ACTION TOGETHER CIO

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

21. Summary of funds (continued)

Summary of funds - prior year

	<i>Balance at 1 April 2023</i> £	<i>Income</i> £	<i>Expenditure</i> £	<i>Transfers in/out</i> £	<i>Gains/ (Losses)</i> £	<i>Balance at 31 March 2024</i> £
Designated funds	68,018	-	(21,013)	47,000	-	94,005
General funds	1,248,751	141,955	(61,487)	(47,000)	1,039	1,283,258
Restricted funds	3,574,207	6,219,252	(6,161,847)	-	6,992	3,638,604
	<u>4,890,976</u>	<u>6,361,207</u>	<u>(6,244,347)</u>	<u>-</u>	<u>8,031</u>	<u>5,015,867</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

22. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	23,503	-	23,503
Fixed asset investments	330,910	735,825	1,066,735
Current assets	1,163,597	4,813,046	5,976,643
Creditors due within one year	-	(362,692)	(362,692)
Total	1,518,010	5,186,179	6,704,189

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	18,238	-	18,238
Fixed asset investments	329,923	726,377	1,056,300
Current assets	1,029,102	3,130,459	4,159,561
Creditors due within one year	-	(218,232)	(218,232)
Total	1,377,263	3,638,604	5,015,867

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

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

	2025 £	2024 £
Net income for the year (as per Statement of Financial Activities)	1,688,321	124,891
Adjustments for:		
Depreciation charges	14,430	14,209
Gains/(losses) on investments	1,216	(8,031)
Decrease/(increase) in debtors	(691,109)	41,611
Increase in creditors	144,460	32,017
Other interest receivable	(176,618)	(125,532)
Increase in current asset investments	(44,962)	(42,076)
Net cash provided by operating activities	935,738	37,089

24. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand	4,174,106	3,093,096
Total cash and cash equivalents	4,174,106	3,093,096

25. Analysis of changes in net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	3,093,096	1,081,010	4,174,106
Liquid investments	907,595	44,962	952,557
	4,000,691	1,125,972	5,126,663

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

26. Pension commitments

The group operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £142,246 (2024 - £154,975). contributions totalling £Nil (2024: £Nil) were payable to the fund at the balance sheet date and are included in creditors.

27. Related party transactions

10GM Ltd, is a company limited by guarantee, in which the founding members are Salford CVS, Bolton CVS, Action Together CIO and MACC. The Chief Executive of Action Together CIO is a Director of 10GM Ltd. Action Together CIO has received funding from 10GM during the period totalling £24,000.