

# HEATH HANDS

England & Wales · Charity number 1173419

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2017-06-14

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

## Contact

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**Address** Heath Hands  
The Dairy  
Kenwood House  
Hampstead Lane  
London

**Phone** 02084589102

**Email** [info@heath-hands.org.uk](mailto:info@heath-hands.org.uk)

**Website** [www.heath-hands.org.uk](http://www.heath-hands.org.uk)

## Activities

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**Objects:** The objects of the CIO are (1) to help, engaging staff and volunteers, to conserve, protect and enhance Hampstead Heath, the Kenwood Estate, Highgate Wood, Keats House and such other areas as the charity trustees may determine from time to time (the 'Relevant Open Spaces?'); (2) to advance education by encouraging learning in conserving, protecting and enhancing the environment of the Relevant Open Spaces for the benefit of the members of the CIO and for the benefit of the general public; and (3) to help the bodies responsible for the Relevant Open Spaces to provide facilities in the interests of social welfare and recreation for the members of the CIO, the local community and the general public by improving their health, wellbeing and conditions of life.

**Activities:** Heath Hands is a conservation and community charity that helps conserve and protect the green spaces of Hampstead Heath, Kenwood and Highgate Wood through practical work, education, ecological monitoring and public engagement activities. We also help deliver public and community outreach programmes across our green spaces.

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Environment/conservation/heritage, Recreation
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

## Geography

- Barnet
- Camden
- Haringey

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£141,862	£155,486	-	-
2024-03-31	£120,392	£138,161	-	-
2023-03-31	£121,817	£122,787	-	-
2022-03-31	£119,208	£102,616	-	-
2021-03-31	£81,710	£66,999	-	-

## Trustees

Name	Role	Appointed
<b>Rachel Chapman</b>	Chair	2019-06-19
Andrew John Morgan		2022-06-09
Dee McLean		2025-07-10
Dr Elizabeth Mary Andrew		2020-09-29
Gregory Jones		2026-03-25
John Umberto Arnoldi		2022-06-09
Sarah Jane Williams		2020-09-29
Simon Cranmer		2025-09-24
Stuart Clark		2019-06-19
Susie Gorney		2023-07-18
William LoSasso		2023-09-20



**HEATH HANDS**

England & Wales - Charity number 1173419

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# Accounts

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# Annual Report



2024/25



Heath Hands  
The Dairy, Kenwood House, Hampstead Lane, London, NW3 7JN

Registered charity no: 1173419

**Trustee Committee**

Rachel Chapman (Chair)

Sarah Williams (Treasurer)

Trustees: Liz Andrew, John Arnoldi, Stuart Clark, Susie Gorney, Andrew Morgan

Co-optee: Jeremy Simons

Ex-officio: Bill LoSasso and William Upton (both CoLC)

**Chief Executive Officer:** Colin Houston

**Programme Manager:** Karin Oleinikova

**Banks:** Lloyds, United Trust

**Independent Examiner:** Simon Erskine FCA FCIE DChA

## **Governance and management**

Heath Hands is a charitable incorporated organisation (CIO), governed by its Trustees, all of whom are appointed by its members at General Meetings. The Trustees herein submit their Annual Report including independently examined financial report for the year ended 31st March 2025. The Trustees employ a staff team to manage and deliver our charitable objectives and programmes, while membership is open to those who are registered and can contribute to our charitable activities.

Heath Hands works in partnership with the City of London Corporation (CoLC) and English Heritage (EH). We have a partnership agreement with CoLC, which includes the secondment of our Chief Executive and an occupancy agreement for our base on Hampstead Heath, the Hive. We are grateful for this support, alongside the wider collaboration across all our areas of work, particularly the supervision of our volunteer sessions.

At each AGM of the CIO, the members elect from amongst themselves charity trustees that hold office from the conclusion of that meeting. The Chair of the Hampstead Heath Management Committee and Superintendent of Hampstead Heath are trustees, while English Heritage may appoint a trustee.

The trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that appropriate policies and procedures are in place to manage those risks.

## **Objects of Heath Hands**

To help, engaging volunteers, to conserve, protect and enhance Hampstead Heath, the Kenwood Estate, Highgate Wood, Keats House and such other areas as the charity trustees may determine from time to time (the “Relevant Open Spaces”);

To advance education in conserving, protecting and enhancing the environment of the Relevant Open Spaces for the benefit of the members of the CIO and for the benefit of the public at large, and

To help the bodies responsible for the Relevant Open Spaces to provide facilities in the interests of social welfare for recreation and leisure time occupation by the members of the CIO and the public at large with the object of improving their conditions of life.

## Chair's statement

What a momentous year it has been for Heath Hands! We celebrated our 25th anniversary with a spectacular party at Kenwood (see the front cover!) and released a special film to celebrate all the great work that we do as a charity. This report tries to capture and recognise the incredible achievements that our staff, volunteers, members and activity participants have contributed to over the year. As you can see, there have been an incredible number of successes. Thank you to everyone for your time, effort, dedication and passion. The success and future of Heath Hands is attributable to you.



Behind the scenes, our trustees and senior staff have worked incredibly hard with our colleagues at the City of London Corporation, led by the Superintendent, Bill LoSasso. We agreed a new long-term partnership agreement, outlining our shared aspirations and responsibilities, we signed an occupancy agreement for our Parliament Hill base (the Hive) and formalised the continuing secondment of a member of staff. We also signed a new agreement with the team at Keats House to cover the ongoing maintenance of the gardens there.

This year we appointed our first Chief Executive (Colin), cementing our continued growth, development and maturity as an organisation. A big thank you goes to our partners at the City of London Corporation and English Heritage, without whose support we could not achieve what we do. Their management of our green spaces provides huge public benefit and we're looking forward to many more years of collaboration.

Thank you again to the staff, trustees, volunteers and partners of this wonderful charity who ensure that we conserve our green spaces so that they may be enjoyed by future generations.

*Rachel Chapman* Rachel Chapman - Chair of Trustees

## Message from the Chief Executive - the year in review

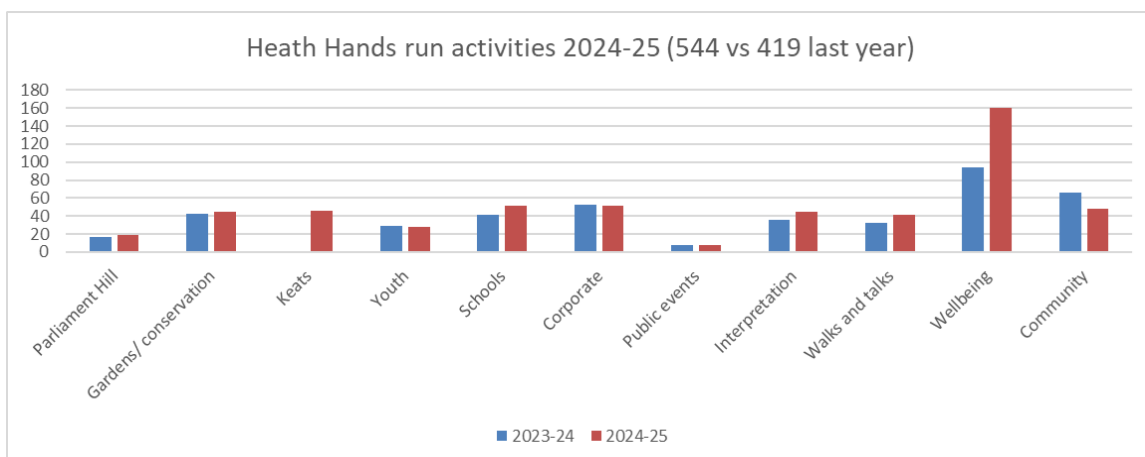
This last year has been an unforgettable one, firstly on a personal level as I reached a decade working for Heath Hands, and was honoured to be appointed as our first Chief Executive. However, any personal achievements have only been possible due to a phenomenal team of people, particularly the charity's staff and hard working volunteers, and my tremendous colleagues at CoLC and EH. The graph below shows the breadth of what our team at Heath Hands deliver each year - an absolutely amazing effort by everyone!



It's been a really successful year in terms of fundraising, with more detail later in this report, but generous donations from our Heath Friendly Schools, campaigns and income from corporate volunteering enabled us to offer more free programming for various youth and community groups at a staggering 544 different sessions.

It's always fantastic to see the collaboration with others organisations at places like Keats House, Highgate Wood and out in the local community. The graph of our volunteer contribution on the next page shows that breadth and impact, and also significant growth in our activity levels over the past year. A massive thank you to everyone who made the last year such a success!

*Colin Houston* Colin Houston - Chief Executive Officer





## Strategic report

Heath Hands delivers a range of programmes, supported by our partners at CoLC and EH, as detailed in our Strategy. Our focus is on Conservation, Community, Learning and Wellbeing and we're involved with practical work and gardening activities, ecological monitoring, wildlife interpretation, youth and schools, community engagement and activities related to physical and mental health. We work get people involved regardless of ability or background, which supports the inclusion of underrepresented people and those with disabilities. .

Since Heath Hands was founded in 1999 our volunteers have contributed over 210,000 hours to the conservation of our green spaces. We deliver up to 20 volunteer and community activities per week and support many thousands of people getting involved each year. These are people of all ages and backgrounds, and we help to improve our participants' knowledge, skills and wellbeing.

Heath Hands trustees have given regard to the Charity Commission's guidance on public benefit and our strategy governs all that we do and aim to achieve. This report details our key achievements against our four strategic aims in 2024-25.



### Strategic Aim: Conservation

*Heath Hands help conserve 350 hectares of amazing green space, helping maintain a rich mosaic of important habitats, conserving wildlife and preserving the unique character of this unique landscape.*

Over the past year, Heath Hands has:

- Delivered 471 practical conservation and garden maintenance volunteering sessions in collaboration with CoLC and EH.
- Expanded our **wildlife monitoring** activities, running 4 reptile, 2 butterfly, 1 dragonfly and 3 plant phenology transects in collaboration with LNHS.
- Expanded the **wildflower meadow** near the Hive and worked to enhance the Sparrow Site meadow on Parliament Hill Fields.
- Planted over 150m of native **hedgerows** around the Parliament Hill area; and worked on restoration of mature hedgerows to enhance wildlife connectivity.
- Continued enhancing the **Savernake Road** entrance to the Heath as a wildlife corridor and started work on a new **wildlife pond**.
- Supported the delivery of a conservation **grazing** project on the Extension in collaboration with other groups to enhance the grassland areas.
- Developed our **Hedgehog Friendly Heath** project to help conserve this iconic species, carrying out dozens of practical conservation sessions, checking and repairing over 30 hedgehog boxes across the Heath and working with community groups and schools around the fringes of the Heath on wildlife connectivity. We took part in two surveys during the summer in collaboration with CoLC and London Hogwatch.

## Conservation activities led by Heath Hands

A significant amount of our conservation activity is led by our team of Session Leaders - and focuses on the following areas of work:

### Conservation and gardens

We ran 19 **volunteer sessions around Parliament Hill** assisting with path maintenance, litter picking, hedgerow and meadow management and more. Sessions focused on litter and meadow management over the summer to support CoLC Ranger teams and moved on to **hedge** conservation and planting during Autumn and Winter.

Our team led popular sessions at **Whitstone Garden** involving landscaping and general maintenance. A heathland area has been created to increase plant diversity and the lost memorial tree and bench replaced to celebrate our 25th anniversary.

We have continued to lead on maintenance of the **Old Orchard Garden**, with work beginning on regeneration of play and natural features (e.g. willow tunnel), hedgerow management and general maintenance.



### Keats House

Heath Hands formally took over responsibility for upkeep at **Keats House** Garden in May 2024, signing an agreement with the City of London Corporation. Over the past year, this has led to training for staff in use of powered lawn mower and hedge trimmers to support our ongoing volunteering sessions, which contribute 760 hours to the maintenance of the site.

In addition to our regular gardening sessions, the team participated in a Green Changemakers climate education project at the Garden in collaboration with the City of London's Culture and Heritage Team.

### Savernake Road bridge and Hive area

Work continues on maintaining **Savernake Road Bridge** and areas around the **Hive** as green corridors for wildlife. Wildflower meadows, native hedgerows, a heathland area all created and maintained and interpretation signage helps engage visitors.

The **wildflower meadow** was expanded in Autumn 2024 to and we continued hedge planting and started work on creation of new **wildlife pond**.

### Conservation Project: the Mixed and Men's Ponds

Following accessibility works at the swimming ponds in 2023, Heath Hands was asked to help regenerate the areas that had been affected by the works. Our groups have been holding regular landscaping sessions at both ponds to increase biodiversity, enhance the post-works areas and make the area more appealing to swimmers, with the support of a public fundraiser.



## Conservation activities led by Heath Hands

### Corporate Volunteering

To support the conservation of the green spaces, 52 companies undertook volunteering in 2024/25, with over 755 participants contributing 2,300 hours. A range of tasks were completed including fence line maintenance, scrub management, garden maintenance, litter picking, invasive species control and path clearance.

### Youth Programmes

In order to involve young people in conservation, we run regular **youth volunteering** sessions from the Hive, contributing 375 hours of volunteering during term-time around the Parliament Hill area in 2024-25. In addition, we welcomed external youth groups, such as Project Impact, 7th St Pancras Guides, the Woodcraft Folk and Goal Youth Club to take part in practical tasks.

### Wildlife monitoring

A key element of our conservation work involves ecological monitoring, to collect data that help inform the management of the green spaces we work on.

This year, Heath Hands delivered record levels of monitoring, with over 1,600 volunteer hours contributed.

Collaborating with the CoLC Ecologist, we coordinate 4 reptile transects, 2 butterfly transects and one dragonfly transect and we've published reports on these surveys.

We've continued to support the London National History Society on the Nature's Calendar plant phenology monitoring project running since January 2023, expanding to 3 transects in 2024. The aim of this project is to collect long-term climate change-related data.



### **Conservation Project: Hedgehog Friendly Heath**

Building on various monitoring activities on Hampstead Heath since 2016, we launched Hedgehog Friendly Heath in April 2023. Our key aims are to increase wildlife connectivity, in particular for hedgehogs, between Hampstead Heath and nearby Sites of Importance for Nature Conservation (SINCs).

In 2024-25, we have:

- Taken part in two large hedgehog surveys in collaboration with ZSL's London Hogwatch and colleagues at CoLC as well as carrying out targeted monitoring interventions at key sites.
- Worked with local partners to create corridors to other sites, for instance a corridor through Holly Lodge Estate towards Waterlow Park and Highgate Cemetery, in partnership with Growing Green.
- Planted 150m of native hedgerow and worked on hedge restoration
- Installed, monitored and repaired 33 hog boxes
- Updated hedgehog rescue procedures on Hampstead Heath and installed Hedgehog First Aid boxes at key locations on and around the Heath.
- Organised 23 community events and 15 school events to engage the local community

## **City of London Corporation and English Heritage Teams**

The majority of our practical volunteering sessions run with the Ranger and Gardening teams at the City of London Corporation and English Heritage. Here is a brief summary of our activities with them across the year:

### **Highgate Wood**

Weekly sessions run outside of bird nesting season, led by Highgate Wood Keepers, with Tuesday sessions extremely popular and 535 hours contributed to the conservation of the site.

Heath Hands ran a stall, litter picking and interpretation session at Highgate Wood Heritage Day.

### **Conservation Team**

The City of London's Conservation Team run regular habitat management and creation sessions at sites across the Heath on Wednesdays and Saturdays. 1,763 hours contributed since April at 84 sessions.

Heath Hands collaborated with the Heath and Hampstead Society, Mudchute City Farm and CoLC on sheep grazing project at Heath Extension.



### **Ranger Team**

The CoLC Ranger Team restarted regular sessions at the Heath Extension in 2024 following successful recruitment - these complement existing regular sessions at Athlone Gardens, increasing hours to 279 at 20 practical sessions across the year.

### **Golders Hill Park and Hill Garden**

The Garden Team led regular sessions working up to three times a week - 413 hours contributed across 27 sessions at Golders Hill Park, a slight decrease due to staff absence, and 1,511 at the Hill Garden across 75 sessions.

Apprentice Gardeners have been helping lead volunteer sessions, aiding their training.

### **Kenwood Estate**

The English Heritage Garden Team at Kenwood focused on conservation tasks across the Estate.

Sessions decreased to once a week due to staffing levels, however attendance at morning sessions increased, meaning 1,048 hours were contributed across 48 sessions - an increase since previous year.



## Strategic Aim: Community

*Heath Hands works to give everyone from the community, regardless of background or ability, a chance to get involved in volunteering and recreation on our green spaces.*

In 2024-25, Heath Hands delivered 48 dedicated **community outreach** activities with local organisations and eight events welcoming over 2,800 participants to both.

Our **community newsletter** readership increased to over 500 organisations locally and across London.

**Ongoing partnerships** with Umoja (African) Health Forum, Queens Crescent Community Association (QCCA) for wellbeing and family sessions on the Heath with groups from BAME communities. Continued **joint working** with wide range of organisations, including Kentish Town City Farm, GOAL youth club, Project Impact, 7th St Pancras Guides, Woodcraft Folk and Camden Duke of Edinburgh programme.

In 2024, we ran our annual Community Fun Day and Conker Championships, alongside supporting events, such as the Heath and Hampstead Society's Kite Festival.



## Strategic Aim: Wellbeing

*Heath Hands actively aims to provide opportunities to improve the physical and mental wellbeing of all participants in our activities*

**2,279 participants** took part in our wellbeing programmes in 2024-25. These included the following initiatives:

- **Ongoing walking programmes** - our weekly health walks with our volunteer Walk Leaders hugely popular, meaning a third weekly walk added Spring 2024. We also ran several family and community walks, and led monthly dedicated walks with Mind in Camden.
- 12 **Mindfulness** and mental health wellbeing sessions for the general public, with over 90 participants
- A successful pilot programme of **12 nature therapy sessions** for parents of young people facing a health diagnosis (see box below).
- **Social Prescribing**: new activities focusing on those with poor mental health in partnership with Mind in Camden and sheltered housing group. Visits organised with UCL / Royal Free medical students to increase their knowledge of Green Social Prescribing.
- 13 individuals with additional needs supported via **social prescribing** channels into beneficial activities across the green spaces.

### **Wellbeing Project: Parent and Carers**

Working in collaboration with Mindful Kids London, Heath Hands ran a pilot programme of 12 nature mindfulness sessions to support the wellbeing of parents of young people facing a mental or physical health diagnosis, with the aim of indirectly supporting the child. The sessions were universally well-received and we are seeking funding to continue this initiative.



## Strategic Aim: Learning

*Heath Hands works to engage and connect people with nature across our green spaces through a wide-ranging programme of learning activities and events .*

### Wildlife Interpretation

Our volunteer **Wildlife Interpreters** engaged over **4,400 visitors** about nature at 39 weekend sessions and regular Dairy openings. They took part in multiple activities each month on the Heath, plus participation in community events, Highgate Wood, Kenwood (Dairy) and street parties in local communities.

The **Dairy Nature interpretation centre** opened weekly in Summer and then jointly with English Heritage on monthly basis through Autumn and Winter.

Two nature outreach sessions delivered in the school holidays for young people at Kentish Town City Farm.

### Walks and talks

41 **walks, talks** and workshops this year, with bat walks particularly popular. Other topics including bugs, the River Fleet, history, birds and the Kenwood Estate.

Very popular **festive programme** of activities running in December for members and the general public.

Return of **member outings** with visits to Tower Hamlets Cemetery Park, Kew Gardens Herbarium, Highgate Cemetery and more.



### Work Experience

**Work experience trainee** (Yago) joined us during summer, focusing on gardening and second trainee (Hannah) worked with us in the office in the autumn and winter.

8 volunteer **Session Leaders** regularly helping us lead community, youth and school sessions.

### Heath Friendly Schools

**52 school sessions** and outings delivered, involving **over 900 children** and contributing 1,200 volunteer hours. Successful fundraising initiatives and multiple visits to school assemblies and clubs.

**21 schools** now members including: Heathside, South Hampstead High School, Highgate School, the Village School, Gospel Oak, Hampstead Hill, Swiss Cottage, UCS, La Sainte Union, Parliament Hill, Christchurch, St Anthony's, Southbank, Netley and Abacus.

Supporting special educational needs (**SEN**) **projects** with weekly sessions during term time for Swiss Cottage Special Needs school and working with Camden DofE to support their expedition preparation.

**Thank you to all our volunteers, staff and everyone at our partner organisations for making all this possible!**



## **2024-25 Financial review**

Total cash funds at the end of the period were £61,480 with £59,899 held in deposit accounts.

The charity's principal sources of income are donations, retail sales, grant funding, corporate volunteering plus the benefits in kind set out in the Notes to the Accounts. Total receipts for the period were £141,862.

Total payments for the period were £154,670 and included payroll, catering, events, office expenses, volunteer uniform and equipment, insurance and training.

### **Statement on reserves**

The trustees of Heath Hands employ a prudent approach in terms of financial management, retaining a fairly large reserve against risk, but spending a proportion of the reserves on beneficial projects that enhance our green spaces in line with our charitable objectives and Strategic Plan. The reserves were generated from a variety of sources including a major legacy left by our founder Bobby de Joia.

Heath Hands will retain reserves to cover 12 months of core operational costs for the charity, this has increased to around £60,000 due to the increased growth of the charity. Financial unrestricted reserves on 31st March 2024 were £61,056.

### **Signed on behalf of the Trustees**



Rachel Chapman, Chair - 11th June 2025

# Heath Hands Annual Accounts

For the year ended 31 March 2025

	2024/54 to 31 March Restricted	2024/25 to 31 March Unrestricted	2024/25 to 31 March TOTAL	2023/24 TOTAL
	£	£	£	£
<b>Receipts</b>				
Interest Income	-	2,799	2,799	2,734
Merchandise	-	8,074	8,074	5,464
Donations	-	22,139	22,139	15,310
Friends	-	3,205	3,205	3,345
Heath Friendly Schools	-	8,418	8,418	8,440
Events and Venue Hire	-	3,377	3,377	5,913
Wildlife adoptions	-	2,035	2,035	2,550
Gift Aid	-	2,025	2,025	2,322
Corporate Volunteering	-	48,776	48,776	42,046
Grants	41,015	-	41,015	32,268
<b>Total Receipts</b>	<b>41,015</b>	<b>100,847</b>	<b>141,862</b>	<b>120,392</b>
<b>Payments</b>				
Catering and events	814	6,700	7,514	3,836
Transportation	-	1,595	1,595	3,145
Insurance	-	1,599	1,599	1,439
Office expenses	-	11,488	11,488	10,197
Tools and equipment	1,747	7,698	9,445	7,349
Training	770	9,810	10,580	7,441
Volunteer Expenses	123	737	860	926
PPE/ Uniform	227	4,729	4,956	4,750
Buildings and Rates	-	4,456	4,456	6,012
Pensions Costs	-	2,508	2,508	1,416
<b>Salaries</b>	<b>44,827</b>	<b>54,842</b>	<b>99,669</b>	<b>91,652</b>
<b>Total Payments</b>	<b>48,509</b>	<b>106,161</b>	<b>154,670</b>	<b>138,161</b>
<b>Surplus (deficit)</b>	<b>(7,494)</b>	<b>(5,314)</b>	<b>(12,807)</b>	<b>(17,769)</b>
Transfers	4,073	(4,073)	-	
<b>Surplus (deficit) after transfers</b>	<b>(3,421)</b>	<b>(9,387)</b>	<b>(12,807)</b>	
<b>Cash funds last year end</b>	<b>3,845</b>	<b>70,443</b>	<b>74,288</b>	<b>92,056</b>
<b>Cash funds this year end</b>	<b>425</b>	<b>61,056</b>	<b>61,480</b>	<b>74,288</b>

## Heath Hands Statement of assets and liabilities as at 31/03/2025

### Bank balances

	2025	2024
Lloyds Cash	£2,689	£9,070
United Trust Savings	£59,899	£62,868
Virgin Money Savings	£-	£2,795
Credit card payable	(1,108)	(445)
<b>TOTAL</b>	<b>£61,480</b>	<b>£74,288</b>

### Other assets

Equipment, stock and PPE	£16,826
Power tools	£600
ATV vehicle	£10,050
<b>TOTAL</b>	<b>£27,476</b>

### Debtors

Keats House garden maintenance fee Apr-Sep 2024	£3,000
<b>TOTAL</b>	<b>£3,000</b>

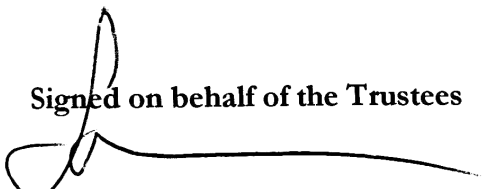
### Liabilities

PAYE due for Feb-Mar 2025	£2,372
Account examination fee	£1,330
Rent on Dairy for Apr 2025	£300
<b>TOTAL</b>	<b>£4,002</b>

### Notes to accounts:

1. The full-time Chief Executive Officer is seconded from the City of London Corporation which meets all their costs.
2. Heath Hands occupies the Hive, Hampstead Heath, courtesy of the City of London Corporation.
3. Heath Hands leases part of the Dairy at Kenwood House for £300 per month. The lease is for a term ending on 30.8.2028.
4. Grants received in 2024-25: the Postcode Society Trust (£15,000), The National Lottery Green Recovery Fund (£8,800), The Young Camden Foundation (£5,000), Camden Giving (£5,000), Keats House (£3,000), The London Natural History Society (as part of a City of London Central Grant) (£2,745), Walking and Cycling Grants London (£1,500), the Metropolitan Public Gardens Association (£1,000), Camden Festival Grants (£400).
5. Transfers represent the short-fall in funding of completed projects which has been met from Unrestricted funds.
6. Donations include £16,141 from Houlihan Lokey, £890 from Matt Phillips, £750 from the Mixed Pond Association, £500 from the Kenwood Lady walkers, £500 from the Men's Pond Association.

Signed on behalf of the Trustees



Sarah Williams - Treasurer - 11th June 2025

## Independent examiner's report on the accounts

Report to the trustees of Heath Hands, registered charity no. 1173419, on the accounts for the year ended 31/03/2025 set out on the preceding two pages.

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

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended.

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

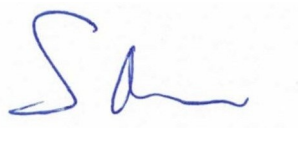
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

**Signed:** 

**Date:** 11/06/2025

Simon Erskine FCA FCIE DChA  
61 Mortimer Road  
London  
NW10 5QR

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Heath Hands

The Dairy  
Kenwood House, Hampstead Lane  
London  
NW3 7JN

**HEATH HANDS**

England & Wales - Charity number 1173419

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# Accounts

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# Annual Report

2023/24



Heath Hands  
The Dairy, Kenwood House, Hampstead Lane, London, NW3 7JN

Registered charity no: 1173419

### **Trustees**

Rachel Chapman (Chair)

Merlin Fox (Deputy Chair), Sarah Williams (Treasurer)

Volunteer Representatives: Stuart Clark, Andrew Morgan, John Arnoldi, Liz Andrew, Susie Gorney

Co-optee: Jeremy Simons

Ex-officio: Emily Hills (EH), Bill LoSasso and William Upton (CoLC), Jeff Waage (Heath & Hampstead Society)

**Projects and Volunteer Manager:** Colin Houston

**Programme Manager:** Karin Oleinikova

**Bankers:** Lloyds Bank, Virgin Money, United Trust Bank

**Independent Examiner:** Simon Erskine FCA FCIE DChA

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Heath Hands works in partnership with the City of London Corporation (CoLC) and English Heritage (EH).

The trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that appropriate procedures are in place to manage those risks.

### **Objects of Heath Hands**

To help, engaging volunteers, to conserve, protect and enhance Hampstead Heath, the Kenwood Estate, Highgate Wood, Keats House and such other areas as the charity trustees may determine from time to time (the "Relevant Open Spaces");

To advance education in conserving, protecting and enhancing the environment of the Relevant Open Spaces for the benefit of the members of the CIO and for the benefit of the public at large, and

To help the bodies responsible for the Relevant Open Spaces to provide facilities in the interests of social welfare for recreation and leisure time occupation by the members of the CIO and the public at large with the object of improving their conditions of life.

### **Structure, governance and management**

At each AGM of the CIO, the members elect from amongst themselves charity trustees that hold office from the conclusion of that meeting.

The Chair of the Hampstead Heath Management Committee and Superintendent of Hampstead Heath are trustees, while English Heritage and the Heath and Hampstead Society may appoint a trustee.



## Highlights for 2023-24

Over **15,750 hours contributed by volunteers** and more than 8,500 participants across our public activity programmes

More than **500 volunteer sessions** delivered, with an active membership of over 250

**Heath Hands staff deliver** over 400 activities and sessions across our green spaces

- More than 1,000 school **children** take part and we deliver our first school **work experience week**
- Around 3,000 public engagements at **interpretation** sessions; the **Dairy Interpretation Centre** opened weekly through Summer with some 2,200 visitors
- **Youth programmes** grow and successful **Youth Wellbeing project** provides therapeutic activities
- Busy **wildlife monitoring** year with reptile, butterfly, dragonfly surveys and Nature's Calendar phenology project (with London Natural History Society (LNHS))
- Over 50 **corporate volunteering** events delivered this year, with more than 750 people taking part,
- Guided **nature walks** popular once again, with sold-out summer bat walks, and walks on birds, bugs, the historic landscape Kenwood Estate, River Fleet, trees and butterflies.
- Large public **events** delivered: Little Amal visit in April, Community Fun day in June, Seethrough Carnival in September and Conker Championships in October
- Popular programme of **festive** activities, with additional **family** provision during school holidays attracting new audiences to the green spaces
- Busy year for **community engagement and wellbeing** activities, taking over delivery of the Heath's Health Walks, and over 2,500 people participating in these programmes.
- A growing team of dedicated staff help support our volunteers, members and community participants

2024 marks the **25th anniversary** of our charity's founding, and new partnership agreements are being agreed with the City of London Corporation and English Heritage.



## Aim: Conservation - key impacts

Over the past year, Heath Hands has:

- Created a **new wildflower meadow** near the Hive and worked to enhance the Sparrow Site meadow
- Planted over **200m of native hedgerows** around the Parliament Hill area; and worked on significant restoration of mature hedgerows
- Continued enhancing the **Savernake Road entrance** to the Heath as a wildlife corridor
- Taken part in a conservation grazing project on the Extension in collaboration with other groups to improve an area of acid grassland
- Launched our Hedgehog Friendly Heath project to help conserve this iconic species, carrying out dozens of practical conservation sessions, installing and checking over 30 hedgehog boxes across the Heath and working with community groups and schools around the fringes of the Heath on wildlife connectivity.

## Aim: Conservation (Heath Hands staff-led activities)

### Conservation and gardens

Volunteers undertake 17 **sessions around Parliament Hill** assisting with path maintenance, litter picking, hedgerow and meadow management and more. Youth conservation volunteering sessions based around Hive.

Focus on **litter picking** and meadow management over summer to support CoLC Ranger teams; **hedge** conservation and planting during Autumn and Winter.

Popular sessions at **Whitestone Garden** with landscaping and general maintenance. New heathland area created in Autumn 2023.

Increased maintenance with several events and schools now using the **Old Orchard Garden** on a regular basis, regeneration of play and natural features (e.g. willow tunnel), hedgerow management and general maintenance.

### Savernake Road bridge and Hive area

Work continues on developing the **Savernake Road Bridge** and places around the **Hive** as wildlife friendly areas and green corridors. Wildflower meadows, native hedgerows, a heathland area all created and maintained and signage and interpretation boards help engage visitors.

**New wildflower meadow** in collaboration with Big City Butterflies very popular with the public (and butterflies!). Large adjacent grass areas planted with bulbs in Autumn 2023. **New hedge planting** Autumn-Winter 2023 with trees from CPRE.



### Corporate Volunteering

53 companies undertook volunteering, with over 775 participants contributing over 1,800 hours of volunteering effort.

A range of tasks completed including fence line maintenance, litter picking, invasive species control, reptile and hedgehog conservation, path clearance and wildlife-friendly gardening.

### Youth Programmes

Regular **youth volunteering sessions** run successfully from the Hive contributing nearly 400 hours of volunteering during term time and engaging young people in conservation.

Completion of **successful 'InYouth'** project working with young people who struggle with school attendance and handover to CoLC learning team. First school **work experience** week in July 2023.

### Wildlife monitoring

Record levels of **wildlife monitoring** this year (over 1500 volunteer hours contributed).

Collaborating with CoLC Ecologist, LNHS and others - we have coordinated 4 reptile transects and 2 butterfly transects, extending monitoring to Kenwood Estate. Nature calendar plant monitoring project running since January 2023 and expanding to 3 transects in 2024 and dragonfly monitoring developing this year, with many new volunteers involved.

Development of **Hedgehog Friendly Heath** project, working to educate local community and increase wildlife connectivity for hedgehogs - 11 school sessions, 11 community engagement events, new hedgehog first aid protocols, monitoring and conservation initiatives.

# City of London and English Heritage Teams

## Highgate Wood

Weekly conservation sessions run outside of bird nesting season, with each Tuesday oversubscribed and 365 hours contributed.

Ran a stall, litter picking and interpretation session at Highgate Wood Heritage Day.

## Ranger and Conservation teams

Conservation Team run sessions on Wednesdays and Saturdays. 2,129 hours contributed since April, across 119 sessions

Collaboration with Heath and Hampstead Society, Mudchute City Farm, CoLC Ecologist and Ranger teams on sheep grazing project at Heath Extension.



## Golders Hill Park and Hill Garden

Regular sessions working up to three times a week - 685 hours contributed at Golders Hill Park and 1310 at the Hill Garden working with the Garden Team over 131 sessions at both sites combined.

Apprentice Gardeners have been helping lead sessions, with new Friday sessions helping their development.

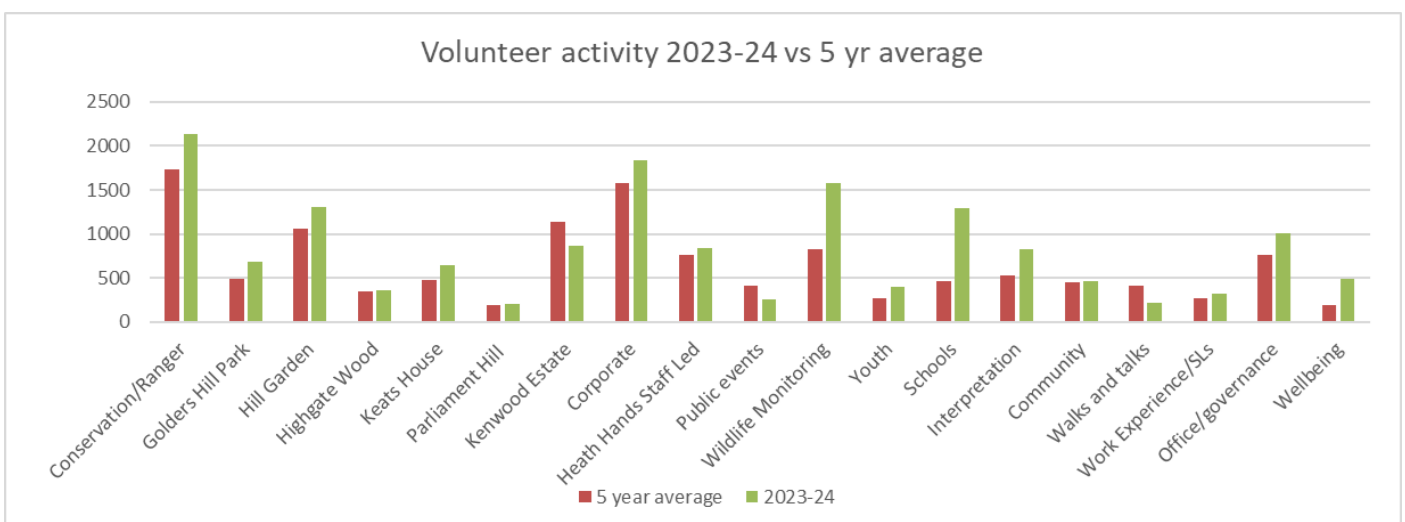
Several sessions run in Golders Hill Park zoo to help the Keepers.

## Keats House

Dedicated team of volunteers contribute 667 hours at 47 sessions to help maintain the Keats House grounds, supporting the Head Gardener.

## Kenwood Estate

Twice-weekly sessions have volunteers working at locations across Kenwood - 866 hours contributed so far this year across 64 sessions - a slight decrease from previous years, in particular due to the winter cancellation of afternoon sessions.



## Aim: Community

74 dedicated **community outreach** activities with local organisations since April, with around 2,700 participants

**Community newsletter** reaching over 250 organisations locally and across London

**Ongoing partnerships** with Umoja (African) Health Forum, Queens Crescent Community Association (QCCA) for wellbeing and family sessions on the Heath with groups from BAME communities. Continued **joint working** with wide range of organisations, including Kentish Town City Farm, Barnet Mencap, Camden Carers for disability inclusion and for older people support.

Links with **new organisations** this year: New Citizen Gateway (teen refugees), Prospex (youth centre), Elfrida Rathbone (SEN school)

**Little Amal** visit to Hampstead Heath in April and **Community Fun Day** in June , with over 1,500 participants. Music from local musicians and a Bengali band, nature activities, visit of Mayor of Camden and we hosted Seethrough Theatre's inclusive **Carnivall** in September.



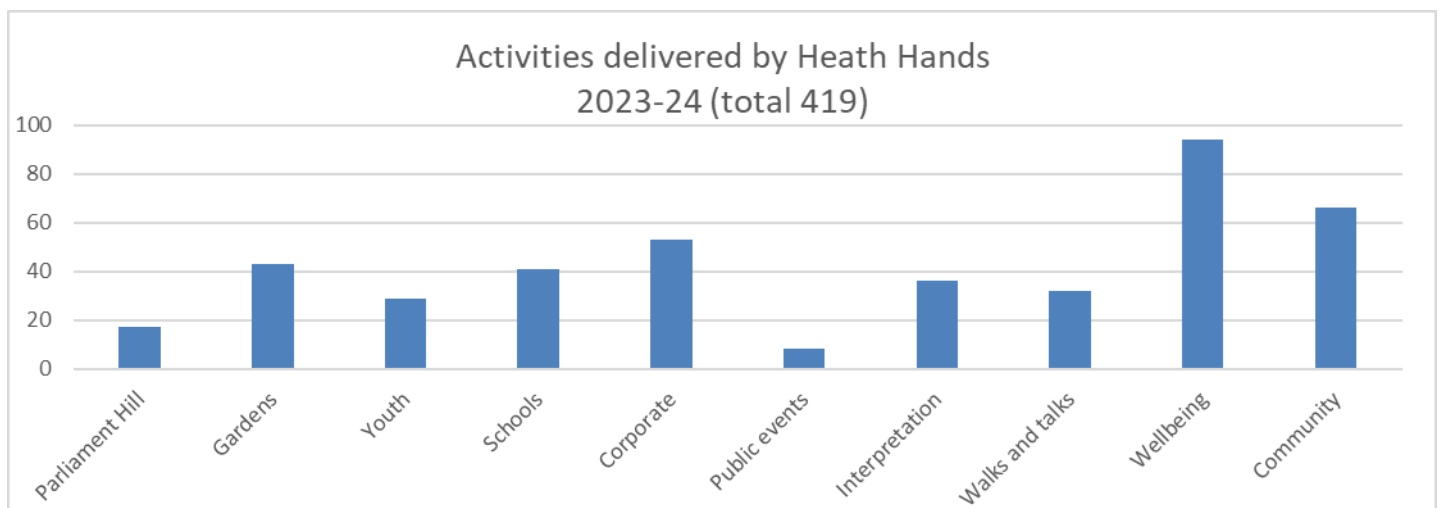
## Aim: Wellbeing

**12 Mindfulness** and mental health wellbeing sessions delivered, with over 80 participants

**Social Prescribing:** new activities focusing on those with poor mental health in partnership with Mind in Camden and sheltered housing group. Visits organised with UCL / Royal Free medical students.

21 individuals with additional needs supported into beneficial activities across the green spaces.

**Ongoing walking programmes** - weekly health walks with our walk leaders with new weekly walk added March 2024, family/community walks, women-only Nordic walks with QCCA.



## Aim: Learning

### Interpretation (WaHH)

Over **2,900 public engagements at 39 weekend activity sessions**. Running multiple activities each month on the Heath, plus participation in community events, Highgate Wood, Kenwood (Dairy) and street parties off the Heath.

**New nature interpretation centre** at the Dairy opened! Open once a week on average throughout the year, with schedule varying by season. Over 2,200 visitors at the Dairy Centre.

4 nature outreach sessions delivered for young people at Kentish Town City Farm.

### Walks and talks

**32 walks, talks and workshops** this year, with bat walks particularly popular. Other topics including bugs, the River Fleet, history, birds and the Kenwood Estate.

Very popular festive programme running in December .

Return of member outings with visits to Stephen's Garden, Hackney Wick and Brompton Cemetery.



### Work Experience

**Work experience trainee (Jay)** worked with us this year, focusing on office tasks, interpretation and helping open the Dairy.

**7 volunteer Session Leaders** regularly helping us lead community, youth and school sessions.

First school **work experience** week delivered in partnership with Acland Burghley school to provide more opportunities to discover the environmental sector as a career path.

### Heath Friendly Schools

**41 school sessions** and outings delivered, involving **over 1000 children** and contributing 1,295 volunteer hours. Successful fundraising initiatives and multiple visits to school assemblies and clubs.

**20 schools now members** including: Brookfield, Heathside, South Hampstead High School, Highgate School, the Village School, St Margarets, CFBL, Gospel Oak, Fleet, Hampstead Hill, Swiss Cottage, UCS, Christchurch, St Anthony's and Abacus.

Supporting special educational needs (**SEN**) **projects** to use Old Orchard Garden every week and weekly activities with Swiss Cottage Special Needs school and working with Camden DoFE to support their expedition preparation.

## 2023-24 Financial review

Total cash funds at the end of the period were £74,288 with £65,663 held in deposit accounts.

The charity's principal sources of income are donations, retail sales, grant funding, corporate volunteering plus the benefits in kind set out in the Notes to the Accounts. Total receipts for the period were £120,392.

Total payments for the period were £138,161 and included payroll, catering, events, office expenses, volunteer uniform and equipment, insurance and training.

## Statement on reserves

The trustees of Heath Hands employ a prudent approach in terms of financial management, retaining a fairly large reserve against risk, but spending a proportion of the reserves on beneficial projects that enhance our green spaces in line with our charitable objectives and Strategic Plan. The reserves were generated from a variety of sources including a major legacy left by our founder Bobby de Joia.

Heath Hands will retain reserves to cover 12 months of core operational costs for the charity, this has increased to around £60,000 due to the increased growth of the charity. Financial unrestricted reserves on 31st March 2024 were £70,443.

## Signed on behalf of the Trustees



Rachel Chapman, Chair - 19th June 2024

# Heath Hands Annual Accounts

For the year ended 31 March 2024

Account	2023/24 to 31 March Restricted	2023/24 to 31 March Unrestricted	2023/24 to 31 March TOTAL	2022/23  TOTAL
	£	£	£	£
<b>Receipts</b>				
Interest Income	-	2,734	2,734	883
Merchandise	-	5,464	5,464	4,707
Donations	-	15,310	15,310	14,580
Friends	-	3,345	3,345	2,441
Heath Friendly Schools	-	8,440	8,440	6,407
Events and Venue Hire	-	5,913	5,913	3,785
Wildlife adoptions	-	2,550	2,550	1,431
Gift Aid	-	2,322	2,322	1,902
Corporate Volunteering	-	42,046	42,046	29,761
Grants	31,608	-	32,268	55,920
<b>Total Receipts</b>	<b>31,608</b>	<b>88,124</b>	<b>120,392</b>	<b>121,817</b>
<b>Payments</b>				
Catering and events	142	3,693	3,836	4,464
Transportation	-	3,145	3,145	6,483
Insurance	-	1,439	1,439	1,290
Office expenses	53	10,143	10,197	15,983
Tools and equipment	1,745	5,604	7,349	8,858
Training	2,407	5,034	7,441	5,783
Volunteer Expenses	441	485	926	500
PPE/ Uniform	362	4,388	4,750	3,587
Buildings and Rates	-	6,012	6,012	4,456
Pensions Costs	-	1,416	1,416	1,370
Salaries	29,655	61,337	91,652	70,012
<b>Total Payments</b>	<b>34,805</b>	<b>102,696</b>	<b>138,161</b>	<b>122,787</b>
<b>Surplus (deficit)</b>	<b>(3,197)</b>	<b>(14,572)</b>	<b>(17,769)</b>	<b>(970)</b>
Transfers	111	(111)	-	-
<b>Surplus (deficit) after transfers</b>	<b>(3,086)</b>	<b>(14,683)</b>	<b>(17,769)</b>	<b>(970)</b>
<b>Cash funds last year end</b>	<b>6,931</b>	<b>85,126</b>	<b>92,056</b>	<b>93,026</b>
<b>Cash funds this year end</b>	<b>3,845</b>	<b>70,443</b>	<b>74,288</b>	<b>92,056</b>

## Heath Hands Statement of assets and liabilities as at 31/03/2024

### Bank balances

	2024	2023
Lloyds Cash	£9,070	£12,330
United Trust Savings	£62,868	£80,152
Virgin Money Savings	£2,795	£2,760
Credit card payable	<u>(445)</u>	<u>(3186)</u>
<b>TOTAL</b>	<b><u>£74,288</u></b>	<b><u>£92,056</u></b>

### Other assets

Equipment, stock and PPE	£16,245
ATV vehicle	<u>£13,400</u>
<b>TOTAL</b>	<b><u>£29,645</u></b>

### Liabilities

PAYE due for Feb-Mar 2024	£1,740
Account examination fee	£1,300
Rent on Dairy for April 2024-March 2025	<u>£3,600</u>
<b>TOTAL</b>	<b><u>£6,640</u></b>

### Notes to accounts:

1. The full-time Projects and Volunteer Manager is seconded from the City of London Corporation which meets all their costs.
2. Heath Hands occupies the Hive, Hampstead Heath, courtesy of the City of London Corporation.
3. Grants received in 2023-24: The National Lottery Awards for all (£10,000), Aviva / BA community fund crowdfunders (£8,458), London Catalyst (£3,000), Camden Giving (£2,000), John Lyon's Charity (£2,000), Walking and Cycling Grants London (£1,500), CPRE (£1,000), Camden Festival Grant (£400)
4. Transfers represent the short-fall in funding of completed projects which has been met from Unrestricted funds.
5. Donations include Co-counsel in memory of Peter Usborne (£5,000), Kenwood Walking Group (£420).

### Signed on behalf of the Trustees



Sarah Williams, Treasurer - 19th June 2024

## **Independent examiner's report on the accounts**

Report to the trustees of Heath Hands, registered charity no. 1173419, on the accounts for the year ended 31/03/2024 set out on the preceding two pages.

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

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended.

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

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

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

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

Signed:



Date: 19/06/2024

Simon Erskine FCA FCIE DChA  
61 Mortimer Road  
London  
NW10 5QR

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Heath Hands

The Dairy  
Kenwood House, Hampstead Lane  
London  
NW3 7JN

**HEATH HANDS**

England & Wales - Charity number 1173419

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# Accounts

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# Annual Report

2022/23



Heath Hands works in partnership with:



ENGLISH HERITAGE



CITY  
OF  
LONDON

Heath Hands  
The Dairy, Kenwood House, Hampstead Lane, London, NW3 7JN

Registered charity no: 1173419

### **Trustees**

Cindy Galvin (Chair)

Merlin Fox (Deputy Chair), Rachel Chapman (Secretary), Sarah Williams (Treasurer)

Volunteer Representatives: Stuart Clark, Andrew Morgan, John Arnoldi, Liz Andrew

Co-optees: Jeremy Simons and Nicola Sinclair

Ex-officio: Emily Hills (EH), Stefania Horne (CoLC), Jeff Waage (Heath and Hampstead Society)

**Projects and Volunteer Manager:** Colin Houston

**Project Coordinator:** Karin Oleinikova

**Bankers:** Lloyds Bank, Virgin Money, United Trust Bank

**Independent Examiner:** Simon Erskine FCA FCIE DChA

Heath Hands is a charitable incorporated organisation (CIO), governed by its Trustees, all of whom are appointed by members in General Meetings. The Trustees herewith submit their Annual Report and independently examined financial report for the year ended 31st March 2023. The Trustees employ staff to administer the charity. Membership is open to those who register to contribute to our charitable activities.

The trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that appropriate procedures are in place to manage those risks.

### **Objects of Heath Hands**

To help, engaging volunteers, to conserve, protect and enhance Hampstead Heath, the Kenwood Estate, Highgate Wood, Keats House and such other areas as the charity trustees may determine from time to time (the “Relevant Open Spaces”);

To advance education in conserving, protecting and enhancing the environment of the Relevant Open Spaces for the benefit of the members of the CIO and for the benefit of the public at large, and

To help the bodies responsible for the Relevant Open Spaces to provide facilities in the interests of social welfare for recreation and leisure time occupation by the members of the CIO and the public at large with the object of improving their conditions of life.

### **Structure, governance and management**

At each AGM of the CIO, the members may elect from amongst themselves charity trustees that hold office from the conclusion of that meeting. The trustees may also co-opt up to three trustees.

The Chairman of the Hampstead Heath Management Committee and the Superintendent of Hampstead Heath are trustees, while English Heritage, The Vale of Health Society, and the Heath and Hampstead Society may appoint a trustee.

## Main activities in relation to those purposes for the public benefit

Heath Hands delivers a range of programmes across our open spaces including significant conservation and estate maintenance, ecological monitoring, wildlife interpretation and community outreach activities. We work with our partners to get people involved on our green spaces and we deliver over 600 volunteer sessions and community engagement sessions each year.

Alongside our adult programmes, our youth volunteering activities and Heath Friendly Schools scheme, encourages young people to get involved in nature conservation. These complement our community outreach work, which supports underrepresented people and those with disabilities to take part in volunteering and beneficial projects. As detailed in our long term strategy our four strategic aims are related to conservation, community, learning and wellbeing.

Heath Hands trustees have had regard to the guidance that has been issued by the Charity Commission on public benefit.

## Main achievements of the charity

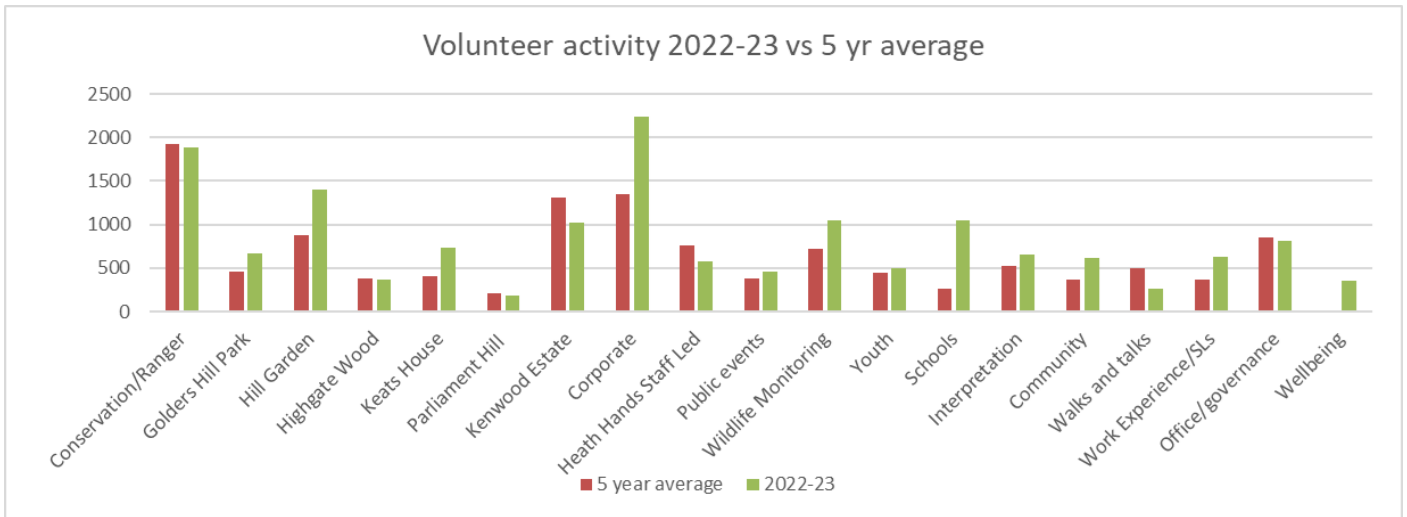
We are a conservation and community organisation with a dedicated staff team and membership of over 250 people. Since Heath Hands was founded in 1999 our volunteers have contributed over 150,000 hours to the conservation and maintenance of our green spaces: Hampstead Heath, Kenwood Estate, Keats House and Highgate Wood. We deliver up to 20 volunteer and community sessions per week and support many thousands of people taking part as volunteers. These are people of all ages and backgrounds, and we help improve the health and wellbeing of all. Our volunteers contribute over 15,000 hours per year to our green spaces.

## Highlights for 2022-23

- The **launch of our Heath Hands 2030 strategy**, with four key strategic aims: conservation, community, learning and wellbeing.
- **The opening of our new Dairy Nature Interpretation Centre**, providing a resource to help connect visitors and groups to the natural environment
- **15,479 hours contributed by volunteers**, equating to 8.5 full time staff posts
- More than **600 volunteer sessions delivered** with our partners
- **Staff team** grows to 8, with 4 work experience placements funded
- **375 sessions and activities across our green spaces** delivered by the Heath Hands staff team
- Over **6,500 participants** across all our public activity programmes
- More than **1,100 school children** participated in activities and growing **youth programmes**
- Over **2,000 public engagements** at WaHH interpretation sessions; celebrating **10 years of this project**
- Many **events**, including the Community Fun day, Afghan Kite Festival and Conkers Championships with over 3000 people taking part throughout the year
- New **wellbeing activities**, including health walks programme and youth wellbeing project (**InYouth**)
- New **Nature's Calendar monitoring** programme launched with London Natural History Society, complementing our ongoing wildlife monitoring programmes.
- The development of **new volunteering opportunities**: office volunteers, session leaders, walk leaders



**2022-23 Heath Hands activity report** - 15,479 volunteering hours vs. 12,117 (5-year average)



**Strategic Aim 1: Conservation:**

**Highgate Wood**

Weekly sessions running all year except during bird-nesting season. 368 hours contributed.

*"[HH volunteers] are always a joy to work with, and we are able to get a lot accomplished, as a team, with an average of 8 of us, in a short and dedicated time."*



**Ranger and Conservation teams**

Conservation team run regular Wednesday and Saturday sessions across the Heath: 1880 hours contributed over 108 sessions.

*"We have had some very productive sessions this year including ongoing maintenance at Athlone gardens, heavy cuts around the Heath Extension paths and installing new steps and water diverters. Many thanks to the volunteers"*



*"Great sessions with the volunteers at a range of sites getting a lot done—thanks to all of them!"*



**Golders Hill Park**

Regular weekly sessions—670 hours contributed to the Park over 46 sessions. New work activity with zoo staff and the education garden with 8 sessions completed this

year *"A big thanks to all the Heath Handers!"*

**Hill Garden and Keats**

Up to three sessions per week, in another busy year at the Hill. 1,407 hours contributed over 92 sessions and dedicated Keats team of volunteers contribute 732 hours at 46 sessions

*"[HH volunteers] are an absolute asset and an essential part of the progression and maintenance of the Hill garden & pergola and Keats House. I couldn't manage or maintain these spaces without their commitment and dedication"*



**Kenwood Estate**

Twice-weekly sessions at locations across Kenwood—1,032 hours contributed this year across 79 sessions.

*"A loud shout out with thanks to Heath Hands volunteers! They achieve a lot and over the year have contributed to a huge push forward with conservation initiatives in the West Meadow. They also help maintain the sphagnum bog area (SSSI) that takes a lot of man hours to maintain as an open sphagnum bog and with tasks like clearing paths."*



## Heath Hands supervised activities complement the programmes run with our partners

**Heath Hands ran over 375 sessions this year** (averaging over one a day!), in addition to monitoring.

Total contribution of 769 volunteer hours on practical conservation sessions this year to date (in addition to youth, schools and corporate sessions).

### Conservation and gardens

Heath Hands staff supervised **10 sessions** tasked by the Conservation Team, undertaking heathland, woodland and invasive species control at locations across the Heath



Volunteers undertake **12 sessions around Parliament Hill** assisting with path maintenance, litter picking, hedgerow and meadow management and more. In addition, youth volunteering sessions in this area.

Popular sessions at **Whitestone Garden** and increased maintenance with several events and schools now using the **Old Orchard Garden** on a regular basis. Several maintenance sessions in the **Secret Garden and Education (Lido) Gardens** - total of 36 sessions in gardens.



### Savernake Road bridge and Hive area

Work continues on developing the **Savernake Road Bridge and Hive area** as a green corridor, with wildflower areas, 65m of new native hedgerows, perennials, heathland zones and signage and interpretation boards.

A wide range of participants from the local community, adult and youth volunteers and corporates involved.



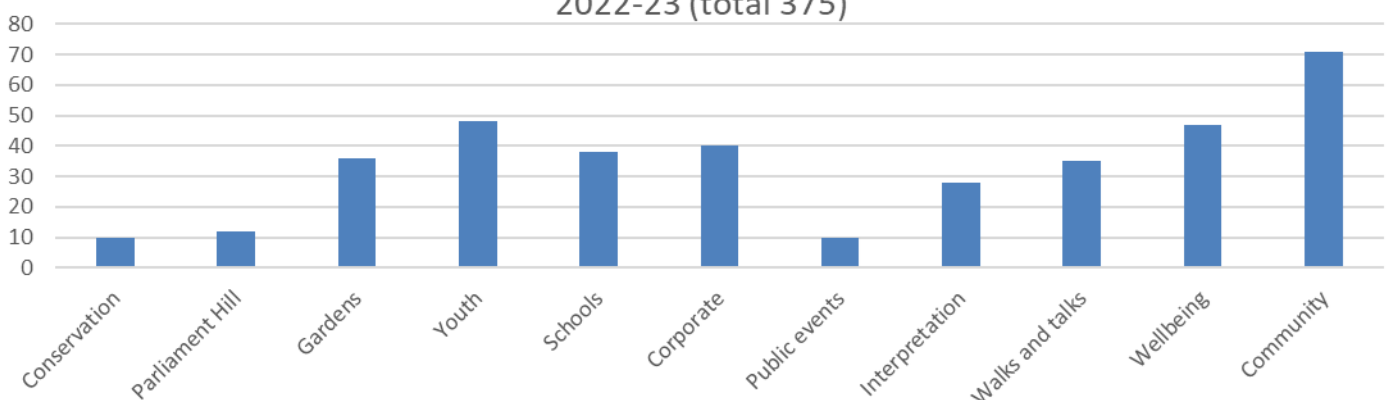
### Corporate Volunteering

44 companies undertook volunteering days in 2022-23, with over 800 participants and over 2,000 hours of volunteering and excellent marketing and news stories

A range of tasks completed including scrub, hedgerow and meadow management, fence line maintenance, litter picking, invasive species control, reptile and hedgehog conservation, path clearance and leaf clearance



Activities delivered by Heath Hands  
2022-23 (total 375)



## Youth Programmes

Regular **youth volunteering sessions** running successfully from the Hive contributing nearly 500 hours. Increased links with local schools for volunteering, learning and fundraising (see 'Learning').

Completion of very **successful 'InYouth'** pilot project working with young people who struggle with school attendance; very positive feedback and further funding sought.



## Wildlife monitoring

**Record levels of wildlife monitoring** this year, collaborating with CoL Ecologist, LNHS and others; 4th reptile transect and 2nd butterfly transect added to our programmes, extending monitoring to Kenwood Estate. 1,042 hours contributed across all these programmes in 2022-23.

Collaboration on hedgehog InSINC project with partners at ZSL and Heath and Hampstead Society and launch of **new Nature Calendar plant-monitoring project** in collaboration with London Natural History Society.

## Interpretation (WaHH)

Over **2,100 public engagements at 28 sessions**. Running multiple sessions each month, plus participation in community events on and off the Heath.

20 new Wildlife Interpreters recruited to join the team

Celebration of **10th anniversary of WAHH project**.

**New nature interpretation centre at the Dairy opened!!!**



## Strategic Aim 2: Community

Over 70 dedicated **community outreach** activities with local organisations since April, with over 1,000 participants

**Community newsletter** reaching over 160 organisations locally and across London

**Ongoing partnerships** with Umoja Health forum, Queens Crescent Community Association (QCCA) for wellbeing and family sessions on the Heath with groups from BAME communities. Continued **joint working** with wide range of organisations, including Kentish Town City Farm, Barnet Mencap and Unity Works for disability inclusion and Camden Carers for older people support.

Links with **new organisations** in the last year: Young Barnet Carers and Elfrida Rathbone

**Community Fun Day** delivered in June, with over 500 participants. Music from local youth school, carnival, nature activities, wood crafts and much more.

**Fly with Me** Afghan kite event held in August, including kite workshops, kite flying, music, poetry and dancing at the bandstand. Over 600 participants.

Conker championships held in October 2022 with over 700 competitors!



## Strategic Aim 3: Wellbeing

**12 Mindfulness** and mental health wellbeing sessions delivered over 150 participants

**Social Prescribing:** active participation in Heath's Sports and Wellbeing forum and links with local social prescribing teams at Voluntary Action Camden, Age UK and local GP practices to explore opportunities and referrals

21 individuals with additional needs supported into beneficial activities across the green spaces

**Funding and links:** London Catalyst with African/Umoja Health Forum and Cheshire Foundation for mental health, Barnet Mencap and Camden Mental Health services.

Funding obtained from TfL to **develop walking programmes**. Agreement with Camden Council's Active Living Team to take responsibility for **Heath's Health Walks programme** from January 2023; new weekly walks launching in March 2023; 30 participants a week on average and new team of **volunteer walk leaders**



## Strategic Aim 4: Learning

### Walks and talks

**35 walks and talks** on subjects ranging from introductions to wildlife, bug ID, wildflowers, bats and trees. 5 walks to discover the Fleet Stream and walks for Barnet residents.

Included 6 summer **family sessions** on subjects such as trees, bug hunting and wild flowers. More family holiday sessions planned over the upcoming winter holidays.



### Work Experience

**4 work experience trainees** worked with us this year, with varying roles, from gardening to office and communications assistants.

**6 volunteer session leaders** gained experience leading community, youth and school sessions with us.

### Heath Friendly Schools

**38 school sessions** and outings delivered, involving **over 1,100 children** and over 1,000 volunteer hours. Successful fundraising initiatives and dozens school assembly visits.

**18 schools signed up** including: Brookfield, Heathside, South Hampstead High School, Highgate School, the Village School, St Margarets, CFBL, Gospel Oak, St Dominics, Fleet, Hampstead Hill, Swiss Cottage, UCS and Abacus.

Supporting two special educational needs (**SEND**) projects to use Old Orchard Garden on a regular basis and ongoing delivery of **InYouth** wellbeing project.



## 2022-23 Financial review

Total cash funds at the end of the period were approximately £92,056, with £82,912 held in deposit accounts.

The charity's principal sources of income are donations, retail sales, grant funding, corporate volunteering plus the benefits in kind set out in the Notes to the Accounts. Total receipts for the period were £121,817.

Total payments for the period were £122,787 and included payroll, session leaders, catering, events, office expenses, volunteer uniform and equipment, insurance and training.

## Statement on reserves

The trustees of Heath Hands employ a prudent approach in terms of financial management, retaining a fairly large reserve against risk, but spending a proportion of the reserves on beneficial projects that enhance our green spaces in line with our charitable objectives and Strategic Plan. The reserves were generated from a variety of sources including a major legacy left by our founder Bobby de Joia.

Heath Hands will retain reserves to cover 12 months of core operational costs for the charity, this has increased to around £60,000 due to the increased growth of the charity. Financial unrestricted reserves on 31st March 2023 were £85,126.

## Signed on behalf of the Trustees



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**Merlin Fox, Deputy Chair**

26th June 2023

**Date**

# Heath Hands Annual Accounts

For the year ended 31 March 2023

Account	2022/23 to 31 March Restricted	2022/23 to 31 March Unrestricted	2022/23 to 31 March TOTAL	2021/22 TOTAL
<b>Receipts</b>				
Interest Income	-	883	883	414
Retail	-	4,707	4,707	2,805
Donations	-	14,580	14,580	6,362
Friends	-	2,441	2,441	2,776
Heath Friendly Schools	-	6,407	6,407	2,192
Events and Venue Hire	-	3,785	3,785	2,015
Wildlife adoptions	-	1,431	1,431	1,457
Gift Aid	-	1,902	1,902	1,097
Corporate Volunteering	-	29,761	29,761	16,135
Coronavirus Job Retention Scheme	-	-	-	3,462
Grants	55,920	-	55,920	80,493
<b>Total Receipts</b>	<b>55,920</b>	<b>65,897</b>	<b>121,817</b>	<b>119,208</b>
<b>Payments</b>				
Catering and Events	3,264	1,201	4,464	1,976
Transportation	4,373	2,109	6,483	7,950
Insurance	-	1,290	1,290	1,162
Office Expenses	7,231	8,751	15,983	12,304
Marketing	-	-	-	1,199
Tools and Equipment	5,991	2,867	8,858	10,254
Training	4,957	826	5,783	5,428
Volunteer Expenses	380	120	500	179
PPE/ Uniform	1,866	1,721	3,587	3,196
Buildings and Rates	130	4,326	4,456	-
Pensions Costs	-	1,370	1,370	1,935
Salary Costs	58,976	11,036	70,012	57,033
<b>Total Payments</b>	<b>87,169</b>	<b>35,618</b>	<b>122,787</b>	<b>102,616</b>
<b>Surplus (deficit)</b>	<b>(31,249)</b>	<b>30,279</b>	<b>(970)</b>	<b>16,592</b>
Transfers	5,270	(5,270)	-	-
<b>Surplus (deficit) after transfers</b>	<b>(25,979)</b>	<b>25,010</b>	<b>(970)</b>	<b>16,592</b>
<b>Cash funds last year end</b>	<b>32,910</b>	<b>60,116</b>	<b>93,026</b>	<b>76,434</b>
<b>Cash funds this year end</b>	<b>6,931</b>	<b>85,126</b>	<b>92,056</b>	<b>93,026</b>

## Heath Hands Statement of assets and liabilities as at 31/03/2023

### Bank balances

	2023	2022
Lloyds Cash	£12,330	£10,996
United Trust Savings	£80,152	£79,271
Virgin Money Savings	£2,760	£2,758
Credit card payable	(3186)	-
<b>TOTAL</b>	<b><u>£92,056</u></b>	<b><u>£93,025</u></b>

### Other assets

Equipment and PPE	£10,325
ATV vehicle	£16,400
<b>TOTAL</b>	<b><u>£26,725</u></b>

### Liabilities

PAYE due for Mar 2023	£753
Account examination fee	£900
Rent on Dairy for April 2023-March 2025	£7,200
<b>TOTAL</b>	<b><u>£8,853</u></b>

### Notes to accounts:

1. The full-time Projects and Volunteer Manager is seconded from the City of London Corporation which meets all their costs.
2. The charity occupies space rent free at the Hive building at Parliament Hill. This agreement with the premises owner, the City of London Corporation, supports Heath Hands' contribution across the green spaces
3. On 24 August 2022, Heath Hands signed a new lease on the Kenwood, extending the occupied space in the building. This lease runs until 31 March 2025.
4. Grants received in 2022-23: The Government's Green Recovery Challenge Fund (£35,520 of £88,800), Natural England Seedcorn (7,000), TfL Walking and Cycling Grants London (£5,000), Camden Giving (£4,400) John Lyon's Charity (£2,000), Tesco Bags of Help (£2,000), Camden Festival Grant (£500)
5. In the 2021-22 accounts, our staffing costs were separated into net staff costs and PAYE and NI. In this year's accounts, these have been merged.
6. Transfers represent the short-fall in funding of completed projects which has been met from Unrestricted funds.
7. Donations include The Hollick Family Trust (£5,000), Waitrose (£2,083), Tony Braca and family (£1,000), Friends of Kenwood (£500), Kenwood Walking Group (£410).



**Sarah Williams, Treasurer**

## **Independent examiner's report on the accounts**

Report to the trustees of Heath Hands, registered charity no. 1173419, on the accounts for the year ended 31/03/2023 set out on the preceding two pages.

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

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended.

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

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

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

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

.

**Signed:**



**Date:** 19 May 2023

Simon Erskine FCA FCIE DChA  
61 Mortimer Road  
London  
NW10 5QR

Heath Hands

The Dairy

Kenwood House, Hampstead Lane

London

NW3 7JN

Registered charity no: 1173419

**HEATH HANDS**

England & Wales - Charity number 1173419

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# Accounts

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# Annual Report

2021/22



Heath Hands  
The Dairy  
Kenwood House, Hampstead Lane  
London, NW3 7JN

Tel: 020 8458 9102  
Website: [www.heath-hands.org.uk](http://www.heath-hands.org.uk)  
Email: [info@heath-hands.org.uk](mailto:info@heath-hands.org.uk)

Registered charity no: 1173419

## **Annual Report and Financial Statements**

**Year ended: 31st March 2022**

### **Trustees**

Chair: Cindy Galvin

Deputy Chair: Rachel Chapman

Secretary: Alan Merkel

Treasurer: Tony Braca

Volunteer Representatives: Stuart Clark, Merlin Fox, Liz Andrew, Sarah Williams

Co-optees: Nicola Sinclair

Ex-officio: Bob Warnock (until August) and Anne Fairweather (until March), both City of London;  
Jeff Waage (Heath and Hampstead Society)

**Projects and Volunteer Manager:** Colin Houston

**Project Coordinator:** Karin Oleinikova

**Project Activity Leader:** Rory Dimond **Assistant Ranger:** Joanne Maddox

**Session Leader:** Avigail Ochert

**Bankers:** Lloyds Bank, Virgin Money, United Trust Bank

**Independent Examiner:** Simon Erskine FCA FCIE DChA

Heath Hands works in partnership with:



## Heath Hands Annual Report 2021/22

Heath Hands is a charitable incorporated organisation (CIO), governed by its Trustees, all of whom are appointed by members in General Meetings. The Trustees herewith submit their Annual Report and independently examined financial statement for the year ended 31st March 2022. The Trustees employ staff to administer the charity. Membership is open to registered volunteers who contribute to our charitable activities.

The trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that appropriate procedures are in place to manage those risks.

### Objects

To help, engaging volunteers, to conserve, protect and enhance Hampstead Heath, the Kenwood Estate, Highgate Wood, Keats House and such other areas as the charity trustees may determine from time to time (the “Relevant Open Spaces”);

To advance education in conserving, protecting and enhancing the environment of the Relevant Open Spaces for the benefit of the members of the CIO and for the benefit of the public at large, and

To help the bodies responsible for the Relevant Open Spaces to provide facilities in the interests of social welfare for recreation and leisure time occupation by the members of the CIO and the public at large with the object of improving their conditions of life.

### Main activities in relation to those purposes for the public benefit

Heath Hands delivers a range of volunteering and community programmes across our open spaces including significant conservation and estate maintenance, ecological monitoring, wildlife interpretation and public engagement activities. We work with our partners to get people involved on our green spaces and we deliver over 600 volunteer sessions and community outreach activities each year.

Alongside our adult programmes our youth volunteering activities and Heath Friendly Schools scheme encourage young people to get involved in nature conservation. This complements our community outreach work, which supports underrepresented people and those with disabilities to take part in volunteering and recreation.

Heath Hands trustees have had regard to the guidance that has been issued by the Charity Commission on public benefit.

### Structure, governance and management

At each AGM of the CIO, the members may elect from amongst themselves a Chair, Deputy Chair, Secretary and Treasurer, who shall also be elected charity trustees and hold office from the conclusion of that meeting. Additional trustees may be appointed at the meeting, and the trustees may also co-opt up to three trustees.

The Chairman of the Hampstead Heath Management Committee and the Superintendent of Hampstead Heath are trustees, while English Heritage, The Vale of Health Society, and the Heath and Hampstead Society may appoint a trustee.

Heath Hands has a trustee code of conduct and trustee role description to guide the committee.

Heath Hands signed a partnership agreement in 2017 with the City of London Corporation who manage Hampstead Heath, this was reviewed and extended in 2020.

## Statement on post-pandemic activities

After a severely disrupted year in 2020-21, this year has seen a return to normal, exceeding our pre-pandemic activity levels and the gradual resumption of all interrupted programmes. Our volunteer sessions and community outreach work restarted and our Community Fun Day in June 2021 helped mark Hampstead Heath's 150th anniversary. The last of our volunteer sessions, wildlife interpretation restarted in January 2022.

## Main achievements of the charity

We are a volunteer-led conservation and community organisation with a dedicated staff team and membership of over 200 people. Since Heath Hands was founded in 1999 our volunteers have contributed over 130,000 hours to the conservation and maintenance of our green spaces: Hampstead Heath, Kenwood Estate, Keats House and Highgate Wood. We deliver up to 20 community and volunteer sessions per week and have had many thousands of people taking part as volunteers – people of all ages and backgrounds get involved, improving the health and wellbeing of all. We contribute over 15,000 of volunteer hours per year.

Our wildlife monitoring has expanded and to date our wildlife interpretation project has helped connect over 15,000 people to nature and wildlife on the green spaces. Since 2017 our community outreach work has delivered over 500 events and activities for the local community and supported over 4,000 underrepresented people to get involved in volunteering and recreation.

This year, we expanded our work with young people, being joined by 17 Heath Friendly Schools, and developing our youth and work experience projects, helping connect people with the environmental sector. We resumed our corporate volunteering and wildlife interpretation programmes and started work on enhancing Savernake Road Bridge and around the Hive. Increased fundraising and grant funding enabled us to expand our community outreach and wellbeing programmes, providing more opportunities connect with nature.

Overall, we increased our activity levels across our programmes, contributing a record number of volunteering hours, events and activities across our green spaces.

## Financial review

Total cash funds at the end of the period were approximately £93,025., with £82,029 held in deposit accounts.

The charity's principal sources of income are donations, merchandise, grant funding, corporate volunteering plus the benefits in kind set out in the Notes to the Accounts. Total receipts for the period were £119,208.

Total payments for the period was £102,616 and included payroll, session leaders, catering, events, marketing, office expenses, volunteer uniform and equipment, insurance and training.

## Statement on reserves

The trustees of Heath Hands employ a prudent approach in terms of financial management, retaining a fairly large reserve against risk, but spending a proportion of the reserves on beneficial projects that enhance our green spaces in line with our charitable objectives and Strategic Plan. The reserves were generated from a variety of sources including a major legacy left by our founder Bobby de Joia.

Heath Hands will retain reserves to cover 12-18 months of core operational costs for the charity, this has increased to around £50,000 due to the increased growth of the charity. Financial unrestricted reserves on 31st March 2022 were £60,116.

Signed on behalf of the Trustees

*Tony Braica*

26.5.22

# Heath Hands Highlights - 2021/22

Over 15,000 hours contributed to the green spaces across over 600 volunteer sessions. Activity levels exceed pre-pandemic levels

Activities restart from April 2021; group sizes increase and recruitment of new volunteers begins, with 30 joining in the year

The Heath Hands vehicle fleet increases with the addition of 'Polly', our ATV

Friends of Heath Hands membership grows to over 70; supporters and donors increasing



Importantly—teas return to sessions!



Fundraising develops and major grants from TNL's Green Recovery Challenge Fund and Postcode Society Trust, along with smaller grants from Thames Water, Grow Wild, Young Camden Foundation



Youth volunteering programme grows with weekly sessions and hundreds of young people involved; Summer holiday nature activities for 8-12s

Corporate volunteering at record levels with 26 sessions and over 500 participants

Social media and online shop expanding, complemented by regular info stall and market stall



Work experience programme gives seven trainees valuable experience of working in the environment sector

Community outreach activities expand with a busy programme with local groups including: the African Health Forum and King's Cross Somali Community, Camden Carers and the Holborn Community Association among others



**Sessions running at pre-pandemic levels at all sites and all CoLC teams welcome back volunteers**



**Wildlife monitoring successful season with ongoing projects species (snakes, butterflies, dragonflies) as well as major collaboration with ZSL on repeat hedgehog survey of the Heath**



**English Heritage Garden Team running a full volunteer programme; joint activities run with volunteer team at Kenwood**



**Community Fun Day and picnic celebrates the Heath's 150th anniversary; #lovetheheath video project gets the community digital**



**Wildlife Interpretation restarts after lockdowns in January 2022 to celebrate Big Garden Birdwatch**



**Work on health connections and social prescribing grows providing opportunities for those in need**



**Programme of free walks and talks restarts focusing on nature, wildlife, mindfulness and the River Fleet.**



**Savernake Road greening project launches and improvements around the Hive help nature connectivity and wildlife**



**Heath Friendly School scheme expands with 17 local schools signing up and hundreds of pupils volunteering and getting involved in environmental projects**



# Heath Hands Annual Accounts

## Payments and Receipts

	2021/22 to 31 Mar Unrestricted £	2021/22 to 31 Mar Restricted £	2021/22 to 31 Mar Total £	2020/21 Actual Total £
<b>Payments</b>				
Catering and events	804	1,172	1,976	215
Transportation	4,453	3,497	7,950	4,261
Insurance	698	464	1,162	595
Marketing	-	1,199	1,199	1,320
Office Expenses	7,495	4,809	12,304	8,696
Tools and equipment	143	10,111	10,254	7,368
PPE/Uniform	-	3,196	3,196	2,328
Training	229	5,199	5,428	3,801
Volunteer Expenses	126	53	179	19
Employee Pension	1,935		1,935	636
PAYE and NI contributions	1,245	2,393	3,638	2,730
Net staff pay	1,328	52,067	53,395	35,030
<b>total</b>	<b>18,456</b>	<b>84,159</b>	<b>102,616</b>	<b>66,999</b>
<b>Receipts</b>				
Bank Interest	414		414	595
Merchandise	2,805		2,805	2,147
Donations	6,362		6,362	5,806
Friends	2,776		2,776	1,308
Heath Friendly Schools	2,192		2,192	-
Events and Venue Hire	2,015		2,015	-
Wildlife Adoption	1,457		1,457	1,330
Gift Aid	1,097		1,097	2,057
Corporate	16,135		16,135	-
Coronavirus Job Retention Scheme	3,462		3,462	2,768
Grants		80,493	80,493	65,699
<b>total</b>	<b>38,715</b>	<b>80,493</b>	<b>119,208</b>	<b>81,710</b>
<b>Surplus (Deficit)</b>	<b>20,258</b>	<b>(3,666)</b>	<b>16,592</b>	<b>14,711</b>
Transfers	(1,557)	1,557	-	-
<b>Surplus (Deficit) after transfers</b>	<b>18,702</b>	<b>(2,109)</b>	<b>16,592</b>	<b>14,711</b>
<b>Cash funds last year end</b>	<b>41,414</b>	<b>35,020</b>	<b>76,434</b>	<b>61,723</b>
<b>Cash funds this year end</b>	<b>60,116</b>	<b>32,910</b>	<b>93,026</b>	<b>76,434</b>

## Statement of assets and liabilities as at 31/03/2022

### Bank balances

	2022	2021
Lloyds Cash	£10,996	£14,818
United Trust Savings	£79,271	£51,365
Virgin Money Savings	£2,758	£10,251
	<u>£93,025</u>	<u>£76,434</u>

### Other assets

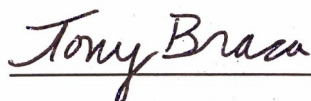
Equipment and PPE	£9,325
Leased ATV vehicle	£16,400
<b>TOTAL</b>	<b>£25,725</b>

### Liabilities

Remaining ATV vehicle lease payments (over 12 months)	£6,560
PAYE due for Jan-Mar 2022	£1,224
<b>TOTAL</b>	<b>£7,784</b>

### Notes to accounts:

- The full-time Projects and Volunteer Manager is seconded from the City of London Corporation which meets all their costs.
- The charity also occupies the Dairy at Kenwood House rent-free in return for work done for the owner, the Historic Buildings and Monuments Commission for England at Kenwood House and elsewhere
- Grants received in 2021-22: The Government's Green Recovery Challenge Fund (£44,400 of £88,800), Postcode Society Trust (£17,500), Cheshire Community Fund (£5,000), London Catalyst Partnership for Health Fund (£3,000, with 1,900 going to our partners, UHF) Young Camden Foundation (£2,500), City of London Corporation (£2,500 of £17,500), Barnet Community Fund (£2,000), Camden Giving Pathways (£1,818 of £9,092), Thames Water (£1,500), Kew Grow Wild (£1,000), Camden Festival Fund (£700), Mayor of London Young Londoners' Fund (£475 of £9,500).
- In the 2020-21 accounts, some of our project costs (equipment, training, office expenses) were shown as 'direct costs' for our TNL and other grant-funded projects. This year, these have been shown in their relevant categories.
- Transfers represent the short-fall in funding of completed projects which has been met from Unrestricted funds.
- Donations include Rachel Weisz artist (£960), Waitrose (£833), Dennis Ross and Lisa Dalglish bequests (over £1,000), Kenwood Walking Group (£400).



Tony Braca, Treasurer

## **Independent examiner's report on the accounts**

Report to the trustees of Heath Hands, registered charity no. 1173419, on the accounts for the year ended 31/03/2022 set out on the preceding two pages.

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

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended.

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

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

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

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

**Signed:**



**Date:** 25 May 2022

Simon Erskine FCA FCIE DChA  
61 Mortimer Road  
London  
NW10 5QR

Heath Hands

The Dairy

Kenwood House, Hampstead Lane

London

NW3 7JN

Registered charity no: 1173419

**HEATH HANDS**

England & Wales - Charity number 1173419

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# Accounts

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# Annual Report

2020/21



Heath Hands

The Dairy  
Kenwood House, Hampstead Lane  
London, NW3 7JN

Tel: 020 8458 9102

Website: [www.heath-hands.org.uk](http://www.heath-hands.org.uk)

Email: [info@heath-hands.org.uk](mailto:info@heath-hands.org.uk)

Registered charity no: 1173419

## **Annual Report and Financial Statements**

**Year ended: 31st March 2021**

### **Trustees**

Chair: Cindy Galvin

Deputy Chair: Rachel Chapman

Secretary: Alan Merkel

Treasurer: Tony Braca

Volunteer Representatives: Stuart Clark, Merlin Fox, Ian Greenwood, Liz Andrew, Sarah Williams

Co-optees: Nicola Sinclair

Ex-officio: Anne Fairweather (City of London), Jeff Waage (Heath and Hampstead Society), Bob Warnock (City of London)

**Projects and Volunteer Manager:** Colin Houston

**Project Coordinator:** Karin Oleinikova

**Project Assistant:** Rory Dimond    **Assistant Ranger:** Joanne Maddox

**Session leaders:** Carolina Toledo de Fattori, Shamanthy Ganeshan, Avigail Ochert

**Bankers:** Lloyds Bank, Virgin Money, United Trust Bank

**Independent Examiner:** Simon Erskine

Heath Hands works in partnership with:



## Heath Hands Annual Report 2020/21

Heath Hands is a charitable incorporated organisation (CIO), governed by its Trustees, all of whom are appointed by members in General Meetings. The Trustees herewith submit their Annual Report and independently examined financial statement for the year ended 31st March 2021. The Trustees employ staff to administer the charity. Membership is open to registered volunteers who contribute to our charitable activities.

The trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that appropriate procedures are in place to manage those risks.

### Objects

To help, engaging volunteers, to conserve, protect and enhance Hampstead Heath, the Kenwood Estate, Highgate Wood, Keats House and such other areas as the charity trustees may determine from time to time (the “Relevant Open Spaces”);

To advance education in conserving, protecting and enhancing the environment of the Relevant Open Spaces for the benefit of the members of the CIO and for the benefit of the public at large, and

To help the bodies responsible for the Relevant Open Spaces to provide facilities in the interests of social welfare for recreation and leisure time occupation by the members of the CIO and the public at large with the object of improving their conditions of life.

### Main activities in relation to those purposes for the public benefit

Heath Hands delivers a range of volunteering programmes across our open spaces including significant amounts of conservation and estate maintenance, ecological monitoring, nature interpretation and public engagement activities. We also help our partners with the delivery of public outreach and events and we deliver over 500 volunteer sessions and community activities each year.

Alongside our adult programmes our youth volunteering activities and Heath Friendly Schools project encourage young people to get involved in nature conservation. This compliments our Community Heath project, which supports people and groups with disabilities or social disadvantage to take part in volunteering and recreation, and our Wild about Hampstead Heath project helping connect visitors to wildlife and nature.

Heath Hands trustees have had regard to the guidance that has been issued by the Charity Commission on public benefit.

### Structure, governance and management

At each AGM of the CIO, the members may elect from amongst themselves a Chair, Deputy Chair, Secretary and Treasurer, who shall also be elected charity trustees and hold office from the conclusion of that meeting. Additional trustees may be appointed at the meeting, and the trustees may also co-opt up to three trustees.

The Chairman of the Hampstead Heath Management Committee and the Superintendent of Hampstead Heath are trustees, while English Heritage, The Vale of Health Society, and the Heath and Hampstead Society may appoint a trustee.

Heath Hands has a trustee code of conduct and trustee role description to guide the committee.

Heath Hands signed a partnership agreement in 2017 with the City of London Corporation who manage Hampstead Heath, this was reviewed and extended in 2020.

## Statement on Coronavirus

This year was dominated by the Coronavirus pandemic and this resulted in significant interruption to our activities. Regrettably we suspended our volunteering and community activities during the three national lockdowns, and introduced updated safe working and enhanced hygiene procedures to ensure the safety and wellbeing of all participants in our various programmes. Changes to the nature of our activities and restrictions on attendance and group sizes were also implemented.

Sadly two of our volunteers Dylan Grundy and Jill Cornish, passed away due to the pandemic.

Additional funding was obtained to adjust our activities to be safe and also to help deliver nature based activities to help the community recover from the impacts of the pandemic.

## Main achievements of charity

We are a volunteer led organisation with a membership of around 200 people. This is supplemented by people volunteering for one-off activities and in total we contribute over 15,000 hours of volunteering per year. Since Heath Hands was founded in 1999 our volunteers have contributed over 120,000 hours to the conservation and maintenance of our green spaces – Hampstead Heath, Kenwood Estate, Keats House and Highgate Wood. We deliver up to 20 sessions per week and have had many thousands of people taking part as volunteers – people of all ages and backgrounds get involved, improving the health and wellbeing of all.

Our Wild about Hampstead Heath project has helped connect over 15,000 people to nature and wildlife on the green spaces and since 2017 our Community Heath project has delivered over 400 events and supported over 3,000 people with social disadvantages or disabilities to get involved in volunteering and recreation.

This year we relaunched our youth and schools programmes, supporting more young people, especially those from underrepresented backgrounds, into the environmental sector. We also launched a work experience programme to provide pathways into employment.

## Financial review

Total cash funds at the end of the period were approximately £76,434. Approximately £61,615 was held in deposit accounts.

Total receipts for the period were £81,710 coming from donations, grants, merchandise, and bank interest. Our corporate volunteering income was nil for the year, due to the pandemic.

Total expenditure for the period was £66,999 and included payroll, session leaders, catering, events, marketing, office expenses, volunteer uniform and equipment, insurance and training.

The charity's principal sources of income are donations, merchandise, grant funding, plus the benefits in kind set out in the Notes to the Accounts.

## Statement on reserves

The trustees of Heath Hands employ a prudent approach in terms of financial management, retaining a fairly large reserve against risk, but spending a proportion of the reserves on beneficial projects that enhance our green spaces in line with our charitable objectives and Strategic Plan. The reserves were generated from a variety of sources including a major legacy left by our founder Bobby de Joia.

Heath Hands will retain reserves to cover 12-18 months of core operational costs for the charity, equating to around £40,000. Financial unrestricted reserves on 31st March 2021 were £41,414

*Tony Bruce 25.6.21*

# Heath Hands Highlights - 2020/21

**Covid-19 impacts our programmes and leads to suspension of activities**



**Activities restart in June with new procedures and limitation on activities. Welfare a priority.**

**Digital #lovetheheath project celebrates 150th anniversary of Hampstead Heath Act**



**Fundraising and grant income increases, staff team expanded with recruitment of a team of Session Leaders for youth and community sessions. Project Coordinator appointed in April**

**Highgate Wood: weekly sessions resume in September 2020**



**Golders Hill Park, Keats and Hill Garden: sessions resumed in July 2020**



**Over 3000 hours contributed across over 320 sessions**

**Friends of Heath Hands membership grows to over 40**

**Online shop launches featuring a range of merchandise**



**Wildlife monitoring programmes restart with limitations in place gradually with staff initially running reptile and dragonfly transects**

**Youth volunteering programmes relaunched in October, with weekly after school and weekend sessions**

**Wildlife Home adoption scheme launched in May - 41 adoptions pledged so far**



**Heath Friendly Schools (HFS) scheme relaunched in November to help get local schools involved**

**Kenwood Estate sessions resume in August**



**Community Heath outreach activities resume in September with a variety of groups including older people, parents and toddlers, disabled groups welcomed to take part.**



**Wildlife Interpretation (WaHH) sessions remain suspended due to Covid**



**Programme of mindfulness and mental health activities launched with funding from Postcode Lottery**

**One work experience trainee appointed in 2020 with funding from Camden Giving secured to support four placements in 2021**

**Festive sessions and walks programme for volunteers and community in December.**



**Corporate volunteering largely suspended with single group in October - Corporate membership scheme launched.**

**Dozens of litter picking sessions carried out over the summer with volunteers and local groups**



## **Minutes of 2020 Annual General Meeting, 29<sup>th</sup> September, 18.30, (online)**

### **Welcome**

Cindy Galvin (CG) welcomed attendees and guests. Apologies received from Ian Greenwood, Lesley Lander and Stuart Clark

### **Minutes of the 2019 AGM**

The minutes were circulated prior to the meeting. There being no matters arising, acceptance proposed by Margaret Bloom, seconded by Merlin Fox.

### **Chair's Report and Trustees' Annual Report**

Cindy highlighted that this meeting and the Annual Report reviews the year ending 31<sup>st</sup> March 2020, just prior to the lockdown associated with COVID.

Record levels of volunteering were reached, over 13,000 hours contributed and 550 sessions. Our community and disabled group activities have been very worthwhile, now engaging over 2,000 participants.

Our Wildlife Monitoring and Wildlife Interpreting projects were busy as ever, with exciting developments on the monitoring side, with dragonfly and butterfly monitoring programmes launched.

Cindy thanked everyone for their contribution the year, and our partner organisations the City of London and English Heritage for working with us so supportively. Bob Warnock from the City of London and Crissy Mulrain from English Heritage gave words of encouragement.

Cindy thanked the trustees for their work, in particular Robert Spigel, stepping down after many dedicated years. Robert spoke admiringly about Heath Hands, particularly our support for the community– expressing hope that the charity becomes more representative of our local communities.

Rachel Chapman and Merlin Fox shared their experiences as trustees, and we welcomed new committee members, Liz Andrew, Nicola Sinclair and Sarah Williams, who introduced themselves. A warm welcome was extended to Anne Fairweather, who, as Chair of the Hampstead Heath Management Committee, is appointed as ex-officio committee member this year. Thanks were expressed for Anne's predecessor Karina Dostalova and her championing and support for us.

Cindy invited Karin, Rory and Jo from the staff team to talk about their experiences running community, conservation, monitoring and wildlife interpreting projects through the year. All were warmly thanked for their dedication and hard work.

## **Treasurer's report**

Tony Braca presented the financial report, noting Heath Hands is in a healthy financial position with expenditure below budget and income above, meaning a smaller than the deficit outlined in our reserves policy. Payroll is increased, but reflects the growth of the charity, and more spending on beneficial projects e.g. Community Heath and nature and wildlife projects.

Thanks to grant funders: CoLC Central Grants and Camden Giving, and the companies that supported us financially and volunteer. Thanks to English Heritage and CoLC for their strong support in terms of office space and partnership agreement, and our independent examiner Regis Meiffredy.

Finally thanks to all our supporters and Friends group, those who donate, and major donors: Kenwood Lady Walkers, Google, Waitrose and the children of Southbank International School.

## **Election of Trustees**

There being one nomination for each position attendees were made aware of limitations of voting via Zoom, the membership were asked whether there were any objections to the following members being elected for 2020/21, there were none:

Cindy Galvin (Chair), Rachel Chapman (Deputy Chair), Tony Braca (Treasurer), Alan Merkel (Secretary)

Merlin Fox (Volunteer Representative), Stuart Clark (Volunteer Representative), Liz Andrew (Volunteer Representative), Sarah Williams (Volunteer Representative), Ian Greenwood (Volunteer Representative), Nicola Sinclair (Volunteer Representative)

## **AOB**

Cindy thanked everyone for attending and closed by remarking again on another exceptional year of exciting projects at Heath Hands. Rachel Chapman expressed her thanks on behalf of everyone for Cindy's incredible contribution as Chair.

Colin Houston was invited to make some closing remarks, touching on the team effort, and the exciting period of development that Heath Hands is going through. With Hampstead Heath being such a unique green space the challenges are ever-changing, and having the support of colleagues, partner organisations, trustees and everyone is incredible. Colin noted the exciting developments around fundraising and youth projects, and welcomed our new Session Leaders: Sham, Avi and Carolina to the team.

Colin finished his comments by sharing a photo of the first post-lockdown volunteer session from June, and remarked on its significance, representing a hopeful future of activity for Heath Hands.

Cindy closed the meeting at 19.30

Heath Hands registered charity number 1173419

Accounts for the year to 31st March 2021

		2021	2020
<b>Account balances 31 March 2021</b>	Lloyds Cash	£14,818	£10,596
	Lloyds Savings	Nil	£10,000
	United Trust Savings	£51,365	£30,926
	Virgin Money Savings	£10,251	£10,200
		<u>£76,434</u>	<u>£61,723</u>

**Expenditure and Income**

Expenditure	2020/21 to 31 Mar Unrestricted	2020/21 to 31 Mar Restricted	2020/21 to 31 Mar Total	2019/20 Actual Total
	£	£	£	£
Catering	215		215	676
Events	0		0	1,586
Transportation	3,376		3,376	-
Insurance	595		595	566
Marketing	982		982	410
Office Expenses	2,955		2,955	2,960
PPE/Uniform	386		386	1,715
Training	1,250		1,250	1,831
Volunteer Expenses	19		19	200
Employee Pension	636		636	-
Payroll	18,437	19,323	37,760	18,946
Projects - TNLCF - direct costs		10,584	10,584	-
Projects - Community Heath - direct costs	40	5,628	5,668	3,982
Project - Work experience - direct costs		57	57	-
Project - Conservation Projects	2,516		2,516	4,086
<b>total</b>	<b>31,407</b>	<b>35,592</b>	<b>66,999</b>	<b>36,965</b>
<b>Income</b>				
Bank Interest	595		595	782
Merchandise	2,147		2,147	449
Donations	5,806		5,806	4,311
Friends	1,308		1,308	273
Wildlife Adoption	1,330		1,330	-
Gift Aid	2,057		2,057	0
Corporate	0		0	8,920
Coronavirus Job Retention Scheme	2,768		2,768	-
Grant - TNLCF		22,500	22,500	-
Grants	5,500	37,699	43,199	11,193
<b>total</b>	<b>21,511</b>	<b>60,199</b>	<b>81,710</b>	<b>25,927</b>
<b>Surplus (Deficit)</b>	<b>(9,896)</b>	<b>24,605</b>	<b>14,711</b>	<b>(11,038)</b>
<b>Cash funds last year end</b>	<b>£51,308</b>	<b>£10,415</b>	<b>£61,723</b>	
<b>Cash funds this year end</b>	<b>£41,414</b>	<b>£35,020</b>	<b>£76,434</b>	

## Statement of assets and liabilities as at 31/03/2021

### Bank balances

	2021	2020
Lloyds Cash	£14,818	£10,596
Lloyds Savings	Nil	£10,000
United Trust Savings	£51,365	£30,926
Virgin Money Savings	£10,251	£10,200
<b>TOTAL</b>	<b>£76,434</b>	<b>£61,723</b>

### Other assets

Equipment	£2,600
Leased ATV vehicle	£16,400
<b>TOTAL</b>	<b>£19,000</b>

### Liabilities

Remaining ATV vehicle lease payments (over 24 months)	£13,120
<b>TOTAL</b>	<b>£13,120</b>

### Notes to accounts:

1. The full-time Projects and Volunteer Manager is seconded from the City of London Corporation which meets all their costs.
2. The charity also occupies the Dairy at Kenwood House rent-free in return for work done for the owner, the Historic Buildings and Monuments Commission for England at Kenwood House and elsewhere
3. Grants received in 2020-21: TNL Community Fund (£22,500), City of London Corporation (£10,000 of £17,500), Mayor of London Young Londoners' Fund (£9,025 of £9,500), Camden Giving Pathways (£7,274 of £9,092), Postcode Local Trust (£6,000), Camden Giving Covid Recovery (£5,000), Young Camden Foundation (£5,000), Tesco Covid Fund (£500), Camden Festival Fund (£400).
4. TNL Community Fund: £11,916 of the total £22,500 grant was spent on payroll and session leaders (in payroll line of accounts)
5. In the 2019/20 accounts some of the payroll costs were included in Project costs. The 2019/20 comparatives shown in these accounts have been corrected so that all staff costs are now included in "Payroll".
6. Donations include Waitrose (£983), Kenwood Walking Group (£400), Benevity (£220).

  
Tony Braca, Treasurer

  
Simon Erskine FCA FCIE DChA

## **Independent Examiner's report on the accounts**

Report to the trustees / members of Heath Hands, registered charity 1173419

On the accounts for year ending 31<sup>st</sup> March 2021 set out on the preceding two pages.

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

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2021.

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

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

### **Independent Examiner's statement**

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

**Signed:**



**Date:**

18.6.21

**Name:**

Simon Erskine, FCA FCIE DChA

**Address:**

61 Mortimer Road, London NW10 5QR

Heath Hands

The Dairy

Kenwood House, Hampstead Lane

London

NW3 7JN

Registered charity no: 1173419