

# GROW

England & Wales · Charity number 1177035

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2018-02-07

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

## Contact

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**Address** Grow  
389 Manor Lane  
Sheffield  
S2 1UL

**Phone** 01143211810

**Email** [admin@growuk.org](mailto:admin@growuk.org)

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

## Activities

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**Objects:** THE RELIEF OF UNEMPLOYMENT OF YOUNG PEOPLE AGED BETWEEN 16-24 WHO ARE DISADVANTAGED, BY WAY OF BEING CARE LEAVERS AND/OR EX-OFFENDERS, FOR THE PUBLIC BENEFIT, IN PARTICULAR BUT NOT EXCLUSIVELY IN SHEFFIELD, INCLUDING RUNNING PRE-EMPLOYMENT TRAINING PROGRAMMES AND SUPPORTING YOUNG PEOPLE IN FINDING AND RETAINING EMPLOYMENT. NOTHING IN THIS CONSTITUTION SHALL AUTHORISE AN APPLICATION OF THE PROPERTY OF THE CIO FOR THE PURPOSES WHICH ARE NOT CHARITABLE IN ACCORDANCE WITH [SECTION 7 OF THE CHARITIES AND TRUSTEE INVESTMENT (SCOTLAND) ACT 2005] AND [SECTION 2 OF THE CHARITIES ACT (NORTHERN IRELAND) 2008]

**Activities:** Grow works with vulnerable and disadvantaged young people who face barriers when seeking employment. Our approach focuses on the soft skills that are a key ingredient to thriving at work, such as working well with others, handling conflict and managing personal motivation. Grow runs programmes that combine coaching with nature based activity.

## Classification

- **How:** Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Children/young People

## Geography

- Throughout England

## Finances

| Period end | Income   | Expenditure | Assets | Employees |
|------------|----------|-------------|--------|-----------|
| 2025-12-31 | £366,582 | £278,756    | -      | -         |
| 2024-12-31 | £335,894 | £366,719    | -      | -         |
| 2023-12-31 | £379,628 | £350,285    | -      | -         |
| 2022-12-31 | £244,224 | £253,935    | -      | -         |
| 2021-12-31 | £172,449 | £169,937    | -      | -         |
| 2020-12-31 | £60,775  | £40,711     | -      | -         |

## Trustees

| Name                    | Role | Appointed  |
|-------------------------|------|------------|
| Anna Louise Mynott      |      | 2025-12-04 |
| George Foster           |      | 2025-02-20 |
| Miriam Catherine Hales  |      | 2025-10-20 |
| Pedram Owladi           |      | 2026-06-24 |
| Rachel Marie Dale       |      | 2025-12-04 |
| Sam Prosser             |      | 2023-01-01 |
| Thomas Henderson - Reay |      | 2018-09-01 |

**GROW**

England & Wales - Charity number 1177035

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# Accounts

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GROW  
REGISTERED CHARITY NUMBER 1177035

UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2025

TINGLE ASHMORE LTD  
CHARTERED ACCOUNTANTS  
SHEFFIELD

GROW  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2025

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GROW  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2025  
LEGAL AND ADMINISTRATIVE INFORMATION

Name and principal address

Grow  
389 Manor Lane, Sheffield, S2 1UL

Charity number

1177035

Trustees

Sam Prosser - Interim Chair  
George Foster - Treasurer - appointed Feb-25  
Dr Shari Mysorekar  
Thomas Henderson Reay  
Miriam Hales - appointed Oct-25  
Rachel Dale - appointed Dec-25  
Anna Mynott - appointed Dec-25  
John Lovell - resigned Sep-25  
Carol Pickering - resigned Sep-25  
Lucy Pridmore - resigned Oct-25

Key members of staff

Helen Jordan - CEO - from May-25  
Steve Cotton - CEO - to Apr-25

Bankers

Lloyds Bank Plc  
120 Lewisham High Street, London, SE13 6JG

Accountants and independent examiners

Tingle Ashmore Ltd  
Chartered Accountants  
Enterprise House, Broadfield Court, Sheffield, S8 0XF

GROW  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2025  
TRUSTEES' ANNUAL REPORT

The trustees of the charity present their annual report and the unaudited financial statements for the year 31st December 2025.

**Objectives and activities**

The relief of unemployment of young people aged between 16-24 who are disadvantaged, by way of being care leavers and/or ex-offenders, for the public benefit, in particular but not exclusively in Sheffield, including running pre-employment training programmes and supporting young people in finding and retaining employment

**Financial Review**

The charity's total income for the year amounted to £366,582 (2024: £389,522). While this represents a decrease compared to the previous year, income levels remain strong, with the majority of funding continuing to be secured from trusts and foundations. This reflects the charity's ongoing success in maintaining relationships with key funders and securing grant income in a competitive environment.

Total expenditure for the year was £278,756 (2024: £361,745), showing a reduction in spending in line with income levels and organisational priorities. Expenditure has been carefully managed throughout the year to ensure that resources are used effectively in delivering the charity's objectives.

As a result, the charity recorded a surplus of £87,826 for the year (2024: £27,777). This positive position has contributed to a strengthening of the charity's financial stability.

Unrestricted reserves have increased from £13,716 to £61,314 over the period. The trustees consider this an important improvement in the charity's financial resilience; further detail on reserves is provided in the reserves section of this report.

Looking ahead, the financial outlook for the charity is significantly improved compared to 2024. The trustees remain cautiously optimistic, with a stronger funding position and continued support from trusts and foundations providing a solid basis for future operations and development.

**Going concern**

The trustees have assessed the charity's ability to continue as a going concern for at least 12 months from the date of approval of the financial statements. This review considered reserves, forecast income and expenditure, and the reliability of income streams, particularly from trusts and foundations. The charity has reported a surplus and strengthened its unrestricted reserves, improving financial resilience.

Cash flow forecasts indicate that the charity can meet its liabilities as they fall due. While the funding environment remains competitive, the financial outlook has improved compared to the previous year. The trustees therefore consider it appropriate to prepare the financial statements on a going concern basis.

**Structure, Governance and Management**

Grow is a Charitable Incorporated Organisation, registered charity number 1177035 which was registered with the Charity Commission on 7th February 2018.

GROW  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2025  
TRUSTEES' ANNUAL REPORT

**Plans for Future Periods**

In 2026 we plan to expand our core programmes to reach more young people in the Sheffield area. We are also looking to further pilot our approach in two sites outside of our core office and farm space. In addition we are also looking to broaden the support we offer in order to reach more vulnerable, out of work young people and will look to provide more tailored sessions e.g. a female only cohort. Please see the Impact report for further details (attached).

**Reserves policy**

Grow likes to hold reserves of between £60,000-£150,000. These figures represent a minimum of 3 months running costs and then (at maximum) enough funding to expand into new areas. In 2025 Grow worked to increase the level of strategic reserves so that it, once again, fell within this reserves range.

The free reserves of the charity at 31st December 2025 were £60,440.

**Statement of trustees' responsibilities**

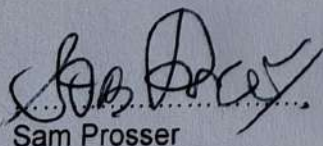
The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Annual Report was approved by the trustees on 30th April 2026 and signed on their behalf by

  
Sam Prosser

GROW  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2025  
STATEMENT OF FINANCIAL ACTIVITIES AND INCOME AND EXPENDITURE ACCOUNT

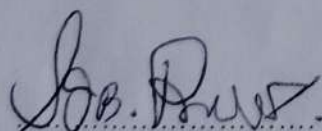
|                                    | Notes | Unrestricted<br>funds<br>2025<br>£ | Restricted<br>funds<br>2025<br>£ | Total<br>funds<br>2025<br>£ | Total<br>funds<br>2024<br>(restated)<br>£ |
|------------------------------------|-------|------------------------------------|----------------------------------|-----------------------------|-------------------------------------------|
| Income from:                       |       |                                    |                                  |                             |                                           |
| Donations and legacies             |       | 10,448                             | -                                | 10,448                      | 16,096                                    |
| Charitable activities              |       | 93,661                             | 255,512                          | 349,173                     | 363,871                                   |
| Other trading activities           |       | 4,254                              | -                                | 4,254                       | 8,466                                     |
| Investment income                  |       | 599                                | -                                | 599                         | 444                                       |
| Other income                       |       | 2,108                              | -                                | 2,108                       | 645                                       |
| <b>TOTAL INCOME</b>                |       | <u>111,070</u>                     | <u>255,512</u>                   | <u>366,582</u>              | <u>389,522</u>                            |
| Expenditure on:                    |       |                                    |                                  |                             |                                           |
| Raising funds                      |       | 11,790                             | -                                | 11,790                      | 1,447                                     |
| Charitable activities              | 2     | 51,682                             | 215,284                          | 266,966                     | 360,298                                   |
| <b>TOTAL EXPENDITURE</b>           |       | <u>63,472</u>                      | <u>215,284</u>                   | <u>278,756</u>              | <u>361,745</u>                            |
| <b>NET INCOME FOR THE YEAR</b>     |       | 47,598                             | 40,228                           | 87,826                      | 27,777                                    |
| Reconciliation of funds:           |       |                                    |                                  |                             |                                           |
| Total funds brought forward        |       | 13,716                             | 111,401                          | 125,117                     | 97,340                                    |
| <b>Total funds carried forward</b> |       | <u>£61,314</u>                     | <u>£151,629</u>                  | <u>£212,943</u>             | <u>£125,117</u>                           |

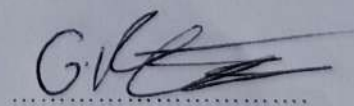
The Statement of Financial Activities includes all gains and losses recognised in the period.  
All income and expenditure derive from continuing activities.

GROW  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2025  
BALANCE SHEET

|                                                 | Notes | 2025<br>£              | 2024<br>(restated)<br>£ |
|-------------------------------------------------|-------|------------------------|-------------------------|
| Fixed assets                                    |       |                        |                         |
| Tangible assets                                 | 5     | <u>38,356</u>          | <u>3,531</u>            |
| Current assets                                  |       |                        |                         |
| Debtors                                         | 6     | 641                    | 978                     |
| Cash at bank and in hand                        |       | <u>179,903</u>         | <u>120,608</u>          |
|                                                 |       | 180,544                | 121,586                 |
| Creditors - amounts falling due within one year | 7     | <u>(5,957)</u>         | <u>-</u>                |
| Net current assets                              |       | <u>174,587</u>         | <u>121,586</u>          |
| Net assets                                      |       | <u><u>£212,943</u></u> | <u><u>£125,117</u></u>  |
| Charity funds                                   |       |                        |                         |
| General funds                                   | 9     | 61,314                 | 13,716                  |
| Restricted funds                                | 9     | <u>151,629</u>         | <u>111,401</u>          |
| Total funds                                     | 10    | <u><u>£212,943</u></u> | <u><u>£125,117</u></u>  |

These financial statements were approved and authorised for issue by the Board on 30th April 2026 and signed on their behalf by

  
 .....  
 Sam Prosser - Trustee

  
 .....  
 George Foster - Treasurer

GROW  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2025  
NOTES TO THE FINANCIAL STATEMENTS

1 Accounting policies

(a) General information and basis of preparation

Grow is a Charitable Incorporated Organisation registered in England and Wales. The address of the registered office is given in the charity information on page 1 of these financial statements.

The charity constitutes a public benefit entity as defined by FRS 102. These financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard application in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and are rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Going concern

The financial statements have been prepared on the going concern basis as the trustees believe that there are no material uncertainties. The trustees have considered the level of funds held and the expected level of income and expenditure for the 12 months following the approval of these financial statements and consider the going concern basis appropriate.

(c) Income

All income is accounted for as soon as the charity has entitlement to the income, there is certainty of receipt and the amount can be measured.

Income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Grants received for specific purposes are accounted for as restricted funds. Grants are not recognised as receivable until all conditions for receipt have been complied with. Where donor imposed restrictions apply to the timing of the related expenditure, as a pre-condition for its use, the grant is treated as deferred income until those restrictions are met.

Donations and legacies are accounted for when receivable.

(d) Resources expended

All expenditure is included on an accruals basis and is recognised as a liability is incurred. The charity is not registered for VAT and accordingly resources expended are shown gross of irrecoverable VAT.

(e) Fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is calculated to write down the cost of the fixed assets over their expected useful lives. The rates used are as follows:

|                                    |                                            |
|------------------------------------|--------------------------------------------|
| Improvements to leasehold property | - straight line over the term of the lease |
| Container                          | - 10% per annum straight line              |
| Shed                               | - 20% per annum straight line              |
| Tools and equipment                | - 25% per annum reducing balance           |

GROW  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2025  
NOTES TO THE FINANCIAL STATEMENTS

1 Accounting policies (continued)

(f) Debtors

Trade debtors are amounts due from customers for services performed in the ordinary course of activities.

Debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for impairment of debtors is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of receivables.

- (g) Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the year, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

(h) Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme for its employees. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

(i) Leases

Rentals payable and receivable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

(j) Funds

Funds held by the charity are either:-

Unrestricted funds - these are funds which can be used in accordance with the charitable objects at the discretion of the Trustees.

Restricted funds - these are funds that can only be used for particular restricted purposes, imposed by the donor or through the terms of an appeal.

GROW  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2025  
NOTES TO THE FINANCIAL STATEMENTS

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Total<br>funds<br><br>2025<br><br>£ | Total<br>funds<br><br>2024<br><br>£ |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|
| 2 Expenditure on charitable activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                     |                                     |
| Programme costs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 25,429                              | 26,906                              |
| Salaries and pensions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 205,873                             | 292,987                             |
| Alumni monitoring expenses                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 354                                 | 564                                 |
| Walk and talk expenses                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | -                                   | 683                                 |
| Rent                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 10,849                              | 14,490                              |
| Telephone and internet                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1,733                               | 2,027                               |
| Website and marketing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 3,311                               | 6,951                               |
| Office expenses                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 5,124                               | 4,334                               |
| Travel                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 424                                 | 2,211                               |
| Training                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 699                                 | 3,869                               |
| Staff health scheme                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 567                                 | 1,019                               |
| Sundry expenses                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1,635                               | 1,644                               |
| Accountancy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 2,100                               | -                                   |
| Bank charges                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 21                                  | 956                                 |
| Depreciation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 8,847                               | 1,657                               |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <u>£266,966</u>                     | <u>£360,298</u>                     |
| Unrestricted expenditure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 51,682                              | 138,090                             |
| Restricted expenditure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 215,284                             | 222,208                             |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <u>£266,966</u>                     | <u>£360,298</u>                     |
| 3 Analysis of staff costs, trustee remuneration and expenses, and the cost<br>of key management personnel                                                                                                                                                                                                                                                                                                                                                                                                           |                                     |                                     |
| Salaries                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 194,635                             | 277,046                             |
| Employer's national insurance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4,849                               | 8,536                               |
| Employer's pension contributions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4,985                               | 7,405                               |
| Recruitment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1,404                               | -                                   |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <u>£205,873</u>                     | <u>£292,987</u>                     |
| <p>No employees received total employee benefits in excess of £60,000 in either year.<br/> The average number of staff employed was 17 (2024 - 22).</p> <p>The key management personnel of the charity comprise the Trustees and the CEO.<br/> The total employee benefits of the key management were £38,003 (2024 - £48,409).</p> <p>The trustees were not paid nor received any other benefits from employment with the charity in<br/> either year. No expenses were reimbursed to trustees in either year.</p> |                                     |                                     |
| 4 Independent examiner's fee and other payments                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 2,100                               | -                                   |
| Accountancy and independent examination                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <u>2,100</u>                        | <u>-</u>                            |

GROW  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2025  
NOTES TO THE FINANCIAL STATEMENTS

|   |                                                                                            |                                           |                       |                        |                    |
|---|--------------------------------------------------------------------------------------------|-------------------------------------------|-----------------------|------------------------|--------------------|
| 5 | Tangible assets                                                                            | Improvements<br>to landlord's<br>property | Container<br>and shed | Tools and<br>equipment | Total              |
|   |                                                                                            | £                                         | £                     | £                      | £                  |
|   | Cost                                                                                       |                                           |                       |                        |                    |
|   | As at 1st January 2025                                                                     | -                                         | -                     | 8,174                  | 8,174              |
|   | Additions                                                                                  | 12,576                                    | 31,095                | -                      | 43,671             |
|   | As at 31st December 2025                                                                   | 12,576                                    | 31,095                | 8,174                  | 51,845             |
|   | Depreciation                                                                               |                                           |                       |                        |                    |
|   | As at 1st January 2025                                                                     | -                                         | -                     | 4,642                  | 4,642              |
|   | Charge for the year                                                                        | 6,288                                     | 1,675                 | 884                    | 8,847              |
|   | As at 31st December 2025                                                                   | 6,288                                     | 1,675                 | 5,526                  | 13,489             |
|   | Net book value                                                                             |                                           |                       |                        |                    |
|   | As at 31st December 2025                                                                   | £6,288                                    | £29,420               | £2,648                 | £38,356            |
|   |                                                                                            |                                           |                       | 2025                   | 2024               |
|   |                                                                                            |                                           |                       | £                      | £                  |
| 6 | Debtors                                                                                    |                                           |                       |                        |                    |
|   | Trade debtors                                                                              |                                           |                       | 641                    | 978                |
|   |                                                                                            |                                           |                       | £641                   | £978               |
|   |                                                                                            |                                           |                       | 2025                   | 2024<br>(restated) |
|   |                                                                                            |                                           |                       | £                      | £                  |
| 7 | Creditors - amounts falling due within one year                                            |                                           |                       |                        |                    |
|   | Trade creditors                                                                            |                                           |                       | 263                    | -                  |
|   | Other taxation and social security                                                         |                                           |                       | 3,212                  | -                  |
|   | Accruals                                                                                   |                                           |                       | 2,482                  | -                  |
|   |                                                                                            |                                           |                       | £5,957                 | £-                 |
|   |                                                                                            |                                           |                       | 2025                   | 2024               |
|   |                                                                                            |                                           |                       | £                      | £                  |
| 8 | Financial commitments                                                                      |                                           |                       |                        |                    |
|   | Total future minimum lease payments under non-cancellable operating leases are as follows: |                                           |                       |                        |                    |
|   | Not later than 1 year                                                                      |                                           |                       | 11,470                 | 17,770             |
|   | Later than 1 and not later than 5 years                                                    |                                           |                       | 4,646                  | 16,116             |

GROW  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2025  
NOTES TO THE FINANCIAL STATEMENTS

9 Analysis of charity funds

|                     | Balance at<br>1st Jan<br>2025<br>(restated) | Movement in resources |                   | Balance at<br>31st Dec<br>2025 |
|---------------------|---------------------------------------------|-----------------------|-------------------|--------------------------------|
|                     | £                                           | Incoming              | Outgoing          | £                              |
| Unrestricted funds: |                                             |                       |                   |                                |
| General funds       | <u>13,716</u>                               | <u>111,070</u>        | <u>(63,472)</u>   | <u>61,314</u>                  |
| Restricted funds:   |                                             |                       |                   |                                |
| Fixed asset fund    | 21,916                                      | 24,121                | (8,555)           | 37,482                         |
| Other grants        | <u>89,485</u>                               | <u>231,391</u>        | <u>(206,729)</u>  | <u>114,147</u>                 |
|                     | <u>111,401</u>                              | <u>255,512</u>        | <u>(215,284)</u>  | <u>151,629</u>                 |
| Total funds         | <u>£125,117</u>                             | <u>£366,582</u>       | <u>£(278,756)</u> | <u>£212,943</u>                |

Purpose of restricted funds:

Fixed asset fund - This represents the net book value of fixed assets acquired using restricted grant income.

Other grants are received to fund salary and other programme costs. The balance carried forward is monies receivable but not expended by 31st December 2025.

Prior year comparison (restated):

|                     | Balance at<br>1st Jan<br>2024 | Movement in resources |                   | Balance at<br>31st Dec<br>2024 |
|---------------------|-------------------------------|-----------------------|-------------------|--------------------------------|
|                     | £                             | Incoming              | Outgoing          | £                              |
| Unrestricted funds: |                               |                       |                   |                                |
| General funds       | <u>27,216</u>                 | <u>126,037</u>        | <u>(139,537)</u>  | <u>13,716</u>                  |
| Restricted funds:   |                               |                       |                   |                                |
| Fixed asset fund    | 3,155                         | 19,550                | (789)             | 21,916                         |
| Other grants        | <u>66,969</u>                 | <u>243,935</u>        | <u>(221,419)</u>  | <u>89,485</u>                  |
|                     | <u>70,124</u>                 | <u>263,485</u>        | <u>(222,208)</u>  | <u>111,401</u>                 |
| Total funds         | <u>£97,340</u>                | <u>£389,522</u>       | <u>£(361,745)</u> | <u>£125,117</u>                |

GROW  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2025  
NOTES TO THE FINANCIAL STATEMENTS

- 10 Analysis of net assets between funds  
 Total funds are invested as follows:

|                                   | General<br>funds | Restricted<br>funds | Total<br>funds  |
|-----------------------------------|------------------|---------------------|-----------------|
|                                   | £                | £                   | £               |
| Tangible fixed assets             | 874              | 37,482              | 38,356          |
| Net current assets                | 60,440           | 114,147             | 174,587         |
| Net assets                        | <u>£61,314</u>   | <u>£151,629</u>     | <u>£212,943</u> |
| Prior year comparison (restated): |                  |                     |                 |
| Tangible fixed assets             | 1,165            | 2,366               | 3,531           |
| Net current assets                | 12,551           | 109,035             | 121,586         |
| Net assets                        | <u>£13,716</u>   | <u>£111,401</u>     | <u>£125,117</u> |

- 11 A detailed breakdown of the prior year statement of financial activities between unrestricted and restricted funds is as follows:

|                          | Unrestricted<br>funds | Restricted<br>funds | Total<br>funds |
|--------------------------|-----------------------|---------------------|----------------|
|                          | 2024                  | 2024                | 2024           |
|                          | £                     | £                   | £              |
| Income from:             |                       |                     |                |
| Donations and legacies   | 16,096                | -                   | 16,096         |
| Charitable activities    | 100,386               | 263,485             | 363,871        |
| Other trading activities | 8,466                 | -                   | 8,466          |
| Investment income        | 444                   | -                   | 444            |
| Other income             | 645                   | -                   | 645            |
| Total income             | <u>126,037</u>        | <u>263,485</u>      | <u>389,522</u> |
| Expenditure on:          |                       |                     |                |
| Raising funds            | 1,447                 | -                   | 1,447          |
| Charitable activities    | 138,090               | 222,208             | 360,298        |
| Total expenditure        | <u>139,537</u>        | <u>222,208</u>      | <u>361,745</u> |
| Net movement in funds    | <u>£(13,500)</u>      | <u>£41,277</u>      | <u>£27,777</u> |

GROW  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2025  
NOTES TO THE FINANCIAL STATEMENTS

12 Prior year adjustment

In the previous year the charity received restricted income totalling £109,035 which was unspent at the year end and which was accounted for as deferred income. This should have been included in income for the year and as restricted fund balances carried forward.

In the year ended 31st December 2023, the charity received restricted income totalling £50,028 which was unspent at the year end and which was accounted for as deferred income. This should have been included as income for the year and as restricted fund balances carried forward.

The adjustments made to the 2024 figures are as follows:

- Increase restricted income from charitable activities by £59,007.
- Reduce creditors by £109,035.
- Increase total funds at 31st December 2024 by £109,035.
- Increase total funds at 1st January 2024 by £50,028.

GROW  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2025  
INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF  
GROW

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st December 2025 which are set out on pages 5 to 13.

**Responsibilities and basis of report**

As the charity's trustees 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 charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

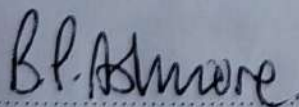
**Independent examiner's statement**

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

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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



Brendan Ashmore ACA  
Tingle Ashmore Ltd  
Chartered Accountants  
Enterprise House  
Broadfield Court  
Sheffield  
S8 0XF

Dated: 30th April 2026

**GROW**

England & Wales - Charity number 1177035

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# Accounts

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grow

# IMPACT REPORT

2024

Inspiring hope and unlocking  
potential in young people  
through nature





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Steven Cotton, CEO

## UPDATE FROM OUR CEO

2024 was an exciting year for Grow. As always, our incredible staff and volunteers dedicated themselves to working with some of Sheffield's most inspirational 16-24 year olds. I've said this many times before but... change and personal development is hardwork and takes bravery. I'm continually inspired by the positive choices and steps our young people make in pursuing a more fulfilling and rich future.

Here are a couple of standout moments from 2024:

**The partnership model:** Last year, our Grow Gardeners paid work placement programme joined forces with some amazing green organisations to create more opportunities for our young people. This initiative has been a huge success and an exciting leap forward.

**The Grow Farm:** In 2024, we took full stewardship of the Grow Farm, our multi-purpose green space, having shared the site the previous year. Watching this outdoor learning space evolve into a therapeutic, productive, and educational environment has been inspiring. It truly is a beautiful place to spend time.

2024 wasn't without its challenges. As many of you are aware, the charity sector faced intense financial pressures. At Grow, this significantly impacted our operations. We had to navigate difficult decisions, think creatively, and work even harder to stay afloat amidst economic uncertainty. While the road ahead remains tough, I'm deeply grateful to our team for their resilience and determination to ensure Grow's youth development work continues to thrive in Sheffield and beyond.

## WHO IS GROW?

Grow is a youth development charity supporting 16-24 year olds in Sheffield. We use a blend of nature-based activities and therapeutic coaching as a tool to improve young people's mental and physical health, foster community connection, and boost skills. In doing so, we aim to give young people the tools, experience, and confidence they need to overcome barriers and succeed long term.

### Our approach

Nature is at the heart of our work, with its proven therapeutic benefits helping to ease mental health struggles like depression, anxiety and stress. Whether it's 1-to-1 coaching sessions outdoors, mindful walks through green spaces, or hands-on horticultural activities at our Grow Farm, nature plays a vital role.

Through nature-based projects and therapeutic coaching, trainees develop essential skills like teamwork, problem solving, communication, and resilience, empowering them to thrive and unlock their full potential.



**70%** of UK adults agree **being close to nature improves their mood**

**49%** say it **helps them cope with stress**

NHS could save **£635m** by **prescribing time in nature**

- 1 Mental Health Foundation 2021 report
- 2 Wildlife Trust report - A Natural Health Service: Improving Lives and Saving Money

Our programmes are designed to foster holistic and robust growth by focusing on three interconnected areas:

Employment  
Wellbeing  
Social connection

Through our experience, we've found that these areas are deeply interlinked, and challenges in one can have a ripple effect on the others.

## OUR PURPOSE

**987,000**

Young people aged 16-24 were not in work, education, or training (NEET) between Oct and Dec 2024

(Office for National Statistics)

**2 years**

Sheffield's young people face Child and Adolescent Mental Health Services (CAMHS) waiting times of up to 105 weeks

(Correct as of March 2025)

**29.2%**

of 16-17-year-olds in Sheffield are vulnerable to becoming not in work, education, or training (NEET)

(South Yorkshire Skills and Employment Evidence Base)



### Our mission:

Inspiring hope and unlocking potential in young people through nature

### Our vision:

Grow will be a regional charity of multiple hubs, delivering transformational nature based programmes for young people



## CHAIR OF TRUSTEES



John Lovell,  
Chair of Trustees

Looking back over the years since Grow was established, 2024 can be characterised as a year of consolidation and maturity. A year where vision, values, culture, systems and personnel were tested and found to be strong and robust. A year that, despite the challenges, saw increased numbers of young people referred, more attending the various Grow programmes, ever improving outcomes, especially in wellbeing and social connectivity, and developing plans for future expansion and sustainability.

The successful year is due in no small part to the amazing commitment, dedication and skill of the team, led by our founder and CEO Steven Cotton. As we approach 2025, Steven has decided the time is right to move on and for the charity to appoint a new leader to build on the strong foundations that have been established. We owe him a massive debt of gratitude for his inspirational leadership over the years as we look to appoint a successor to take Grow into its exciting next chapter.

My thanks, as always, to my fellow trustees for their outstanding work in supporting the team, giving selflessly of their time, energy and expertise to help so many young people in need. To our amazing funders, partners and supporters: we extend our heartfelt thanks. We simply could not have done this without you. We look forward to all that 2025 has in store.



## AARON'S STORY

### Background: The path to Grow

Before joining Grow, Aaron attended Choices College (formerly Project Choice), which supports employment for young adults with learning disabilities. There, he gained work experience through placements at a charity warehouse, the English Institute of Sport, and Green Estate, where he learned about Grow.

Aaron had a clear vision for his future - he wanted to secure paid work to achieve his long-term goal of travelling and exploring the parts of the world that fascinate him most.

### Experiencing the Grow Programme

Initially unsure about what to expect from the Grow Programme, Aaron began his journey with some hesitation. However, as he attended the five week programme, he quickly settled into a rhythm.

“ I actually enjoyed it - I didn't think I was going to. ”

Taking part in the programme's activities made Aaron feel productive. After five weeks, he had the opportunity to interview for one of seven paid Grow Gardeners placements. Thanks to his careful preparation and strong interview, Aaron secured a spot in the next phase of his development.

### Grow Gardeners placement

Aaron's 10 week placement paired him with Green Estate, a social enterprise with a mission to grow green, resilient urban places for people and nature to thrive. During this time, he worked at various green sites, tackling a wide range of horticultural, maintenance and development tasks while demonstrating natural curiosity and



eagerness to learn. Despite finding social situations challenging, Aaron has shown self-awareness, recognising the vital role social skills play in the workplace and continues to make progress in this area.

### Securing employment

Recognising the horticulture skills he developed whilst at Grow and his desire to work outdoors, Aaron pursued roles with different green employers. Following a rigorous interview with Sheffield City Council, he is pleased to secure a full-time role with the grounds maintenance team. Aaron looks forward to furthering his practical skills and the chance to work at various sites across the city.

Securing paid employment marks a pivotal step for Aaron, fuelling his personal growth while bringing him closer to fulfilling his dream of exploring the world. With determination and focus driving him forward, Aaron's journey is just beginning.

## WALK & TALK

Walk & Talk is a walking coaching programme for young people aged 16 - 24. Most of the young people who participate experience mental ill-health and often have additional disabilities or challenges.

### Concluding programme

As Grow continues to evolve, we are focusing our energy on our nature-based development programmes based at the Grow Farm. The farm provides a space where young people can work alongside others as a group, building social connections and a shared sense of purpose. We believe this approach creates the most lasting impact in their lives. With this in mind, 2024 marked the conclusion of Walk & Talk. This shift allows us to strengthen our core work, ensuring we can create even richer opportunities for young people and volunteers to connect in meaningful ways.

We deeply value the skills and experiences our volunteers have brought to Walk & Talk and are sincerely grateful for their generosity and time.

### About Walk & Talk

On the programme, young people are paired with a trained mentor, who takes a coaching approach when they meet for up to eight sessions for a regular walk. During these walks, the young person discusses their current situation, aspirations, and challenges. Together, they work out actionable steps to help the young person move forward in life. This could include successfully entering or staying in education, gaining the confidence to apply for training or a job, and experiencing increased wellbeing and reduced feelings of isolation.



63%

average increase  
in **wellbeing**



14%

average increase in  
**social connection**



83

**hours of Walk & Talk**  
sessions delivered

### Programme impact

Additional to the above impact, a key highlight of Walk & Talk has been witnessing the transformative effect of mentoring. Introducing dedicated volunteers to young people who were struggling significantly and seeing firsthand the positive change this support can bring has been incredibly rewarding.

### Volunteers

The Walk & Talk programme was led by our dedicated volunteers. In 2024, **32 volunteers** completed our six hour training programme, bringing remarkable passion and patience to support the young people they mentor. Their commitment has been truly inspiring.

During the year, **83 Walk & Talk sessions** took place providing valuable coaching and mentoring for young people.

“ I found I could really open up and feel comfortable when on the walks. I connected well with Sol and she made me feel heard and understood. I find talking easier when walking so the programme worked well for me! ”

Walk & Talk mentee





71 young people participated in Grow Programme



53 trainees completed Grow Programme



14% average increase in wellbeing



14% average increase in social connection



21 trainees progress to Grow Gardeners

## GROW PROGRAMME

The Grow Programme, spanning five weeks, is designed to enhance wellbeing, foster social connections, and develop employability skills. It combines practical nature-based activities with group and 1-to-1 sessions. Following completion, all trainees have the opportunity to interview for our paid work placement programme, Grow Gardeners.

Our focus is on the entire journey of our young people, from referrals to completion and beyond. In 2024, we introduced work readiness measures into the Grow Programme to maximise employment opportunities for young people. This

includes securing positions with Grow Gardeners and providing guidance on their next steps.

At the end of 2024, we piloted Connect & Grow, a winter wellbeing programme designed to support young people seeking social connection and mental health support during the darker winter months. During this programme we also piloted the involvement of our existing Walk & Talk volunteers with 1-to-1s. The pilot achieved remarkable results, with average improvements of 29% in mental wellbeing and 28% in social connection. These encouraging findings suggest that further exploration of this opportunity could be valuable in the future.

“

Enjoyed getting to know the staff and programme people. Getting out to of the house and doing gardening. Getting different types of plants and garden more efficiently.

Grow Programme trainee

”

“

It's making me go out more, actually walking around and talking to other people is better than sitting in the house all the time.

Grow Programme trainee

”

In 2025, we will continue to refine and consolidate the curriculum, enabling us to replicate across future sites. The duration of the Grow Programme will be adjusted slightly from five weeks to four. This enables us to deliver three Grow Programmes immediately followed by Grow Gardeners to offer trainees a seamless development journey.

We will also incorporate more content based around five 'work readiness' skills which include communication, team work and professional behaviour. To aid 1-to-1 coaching conversations and to foster a positive outlook in trainees, we will use three models: **the Grow model**, **growth mindset**, and **growth zones**. These frameworks are designed to inspire ambition and encourage forward-thinking perspectives among our trainees.



## GROW GARDENERS

In light of last year's highly challenging fundraising climate, we had to make adjustments to our Grow Gardeners programme delivery to ensure the continued success and sustainability of Grow. From summer 2024, we transitioned from a client gardening services led model to an employer partnership approach.

The information presented about Grow Gardeners is split into the two approaches on pages 12-13 and 14-15.

### Grow Gardeners: Client gardening services model

This 16 week paid work placement programme supported 16-24 year olds who faced barriers to employment, education or training.

We employed our trainees on a part-time basis and maintained almost 50 client gardens across Sheffield. With guidance from trained Team Leaders, the trainees gained practical horticulture skills and received one-to-one mentoring. This programme provided them with invaluable real-life work experience, promoted their wellbeing, fostered social connections, and cultivated essential employability skills.

“ I feel like it's brought me a bit out of my comfort zone. It's helped a lot with my home life - my routine's got a lot better; I'm sleeping a lot better; I'm looking forward to getting up now in the morning and it's helped take a lot of stuff off my mind.

Grow Gardeners trainee



These figures relate to the client gardening services model:

  
**14** trainees completed  
Grow Gardeners

  
**46** gardens maintained in  
Sheffield

  
**1344** hours of  
gardening completed

  
**113%** increase in  
gardening skills

  
**100%** felt they  
benefited  
from Grow

  
**71%\*** successful  
EET outcome

\* Trainees in education, employment or training 12 months after completing Grow Gardeners.

## GROW GARDENERS

### Grow Gardeners: Employer partnership model

In August 2024, we took an exciting step forward by launching an employer partnership model, strengthening pathways to meaningful employment for our trainees. For 10 weeks, trainees are paired with local green employers to build their professional skills and networks. Alongside these placements, they continue their personal development through group work and tailored 1-to-1s on the Grow Farm, ensuring a well-rounded journey toward sustainable employment. In 2025, we will continue to develop this model, recognizing its role in fostering financial sustainability while expanding opportunities for trainees.

### Employer partners

We were thrilled to partner with local green employers to offer trainees valuable work experience and skill-building opportunities. Two employers offered continued employment to their trainees after the programme - a truly remarkable outcome!



Sarah Coe Gardens



7 trainees completed **Grow Gardeners**



735 hours of work experience



26% average increase in wellbeing



10% average increase in social connection



100% felt they benefited from Grow



100% would recommend Grow

“We chose to partner with Grow because their mission aligns closely with our values of empowerment through nature and skill development. Grow’s commitment to helping young people overcome barriers and build confidence through nature-based experiences resonates deeply with us, as we see first-hand the transformative power of working with plants and cultivating green spaces.”

Mark Pratt – MD of Maratt Lawn & Garden

“There are very few other opportunities to earn some money and develop in a safe environment. The farm is a very special place to work and spend time and the team have the best intentions and want to help you succeed.”

Grow Gardeners trainee

## ALUMNI CATCH UPS

As part of our alumni community support we organise monthly Catch Up events. These gatherings offer past and present Grow trainees a safe space to connect socially and strengthen their bonds.

In 2024, we hosted **10 Catch Up** events, welcoming **27 young people**. These gatherings offered a range of experiences, including coached tennis, pyrography, interactive games, and utilising our Grow Farm for events like bonfire night, tataki zome flower printing, al fresco dinners, and more.

Developing a thriving alumni community has been fantastic, with active participation from staff, volunteers, current trainees, and alumni at our Catch Up events.

We regularly engage with our alumni to gather feedback on future activities they'd like to explore and identify areas for improvement.

“What benefits me when coming to the Catch Ups is that it gets me out of the house and meet new people and reconnect with friends and what I enjoy is the fun activities, the free food and the kind people.”

Ciaran - Grow alumni

### Co-Production

Our Co-Production group offers a platform for past and present trainees to share their ideas and influence the development of Grow. We aim to place young people and their perspectives at the core of our work, involving them in key activities such as interview panels, training sessions, event planning and participation, and shaping the content of our communications.

“It's got me in a better mindset that I was six months ago in many ways. I'm more positive about the future again and wanting to do more stuff.”

Grow Gardeners trainee





## GROW FARM

The Grow Farm is our multi-purpose green space, offering a safe and welcoming environment for therapeutic coaching, nature engagement and a platform for developing horticultural skills through outdoor learning activities. While it primarily supports our nature-based programmes, it also serves as a vibrant venue for alumni Catch Up events, volunteering opportunities, and more.

During 2024, our first year of full stewardship of the Grow Farm, our dedicated team led significant transformations, completing key projects that enhanced the farm's infrastructure, productivity, and beauty. This included:

- Construction of a large polytunnel
- Wildlife pond and bog garden development
- Drainage for natural flood management
- Compost bays with rainwater collection
- Creation of beds for edimental plants (those that are both edible and ornamental)
- Establishment of herbaceous plant production beds and a soft fruit garden
- Development of a forest garden area to demonstrate permaculture principles



“It's been great to see the transformation of the Grow Farm throughout 2024. With the help of many hands we've been able to develop different spaces within the farm that work to serve different purposes. We've encouraged in wildlife, created beauty and produced a bountiful harvest, all whilst working towards our charity mission to support the young people of Sheffield.

Vicky Westall - Farm Manager

### Potting Shed

Our micro plant nursery has been an excellent showcase for Grow's work and a wonderful way to share our beautiful plants with the community. As we focus on developing our Grow Farm, we've temporarily paused this venture, but we're excited to explore fresh opportunities to share our produce later in 2025.



## WHAT'S NEXT

2025 is going to be an exciting year for Grow. We're focusing on three key areas as we look ahead:

**Quality and impact:** We remain committed to enhancing the quality of our programmes and ensuring the systems supporting our work are simple and sustainable. Our goal is for every Grow trainee to have a positive life-transforming experience, and our exceptional coaching team continue to achieve meaningful impact through our nature-based approach.

**Pilot exploration:** We've been exploring the possibility of expansion for a couple of years now. 2025 is the year we will turn it into a reality, with plans for one (possibly two) pilot programmes on the horizon. We're thrilled to embark on this inspiring journey.

**New CEO:** At the end of 2024, Steven Cotton announced it was time for him to pass the baton. "Having founded Grow in 2018, it's been an incredible journey watching the organisation flourish, working alongside amazing colleagues, and being inspired by Sheffield's extraordinary young people. I'm ready for my next adventure, and Grow is ready for fresh leadership in the CEO role."

We look forward to introducing our new CEO in due course.

## GET INVOLVED

Be part of something truly impactful - help us make a real difference in the lives of young people! Whether you're an individual, a funder, or a business, there are so many ways to get involved:



Support our impactful work as a business through financial contributions to help us continue our vital work.



Whether it's a one-off gift or a regular contribution. Every donation, big or small, adds up to make an incredible difference.



Offer valuable work experience for our trainees and also contribute to a positive social impact.



Getting involved in our exciting events throughout the year and connect with our growing community.



Forge a corporate partnership with us to boost your business's impact, reputation, and employee engagement while benefiting the community.



Volunteer your time and skills to directly support our mission and create lasting change.

We hope you've enjoyed learning about our work and impact in 2024. To find out more, visit [growuk.org](https://growuk.org)



Inspiring hope and unlocking potential in young people  
through nature

[growuk.org](http://growuk.org)

389 Manor Lane, Sheffield S2 1UL  
0114 321 1810  
Charity No. 1177035

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grow

## Grow UK

### Statement of Financial Activities for the year ended 31st December 2024

| Income                                  | Note | £<br>Total    | £<br>Unrestd  | £<br>Resricted | £<br>2023    |
|-----------------------------------------|------|---------------|---------------|----------------|--------------|
| Grow Gardeners                          |      | 20550         | 20550         |                | 40158        |
| Potting Shed                            |      | 5957          | 5957          |                | 9669         |
| Donations                               |      | 15118         | 15118         |                | 15015        |
| Grants                                  |      | 257478        | 53000         | 204478         | 273870       |
| Events                                  |      | 6367          | 6367          |                | 9066         |
| Room hire                               |      | 2099          | 2099          |                | 1905         |
| HMRC employment payment and gift aid    |      | 6357          | 6357          |                | 722          |
| Training salaries subsidy               |      | 20879         | 20879         |                | 29223        |
| Sundry income                           |      | 1089          | 1089          |                |              |
|                                         |      |               |               |                |              |
|                                         |      | 335894        | 131416        | 204478         | 379628       |
| <b>Expenditure</b>                      |      |               |               |                |              |
| Alumni monitoring expenses              |      | 564           | 564           |                | 1942         |
| Salaries and pensions                   | 5    | 298366        | 73793         | 224573         | 276935       |
| Grow gardeners direct expenses          | 6    | 16447         | 16447         |                | 27028        |
| Farming project (formerly potting shed) | 7    | 10054         | 10054         |                | 27028        |
| Walk and talk expenses                  |      | 683           | 683           |                | 3134         |
| Cost of events                          |      | 1447          | 1447          |                | 755          |
| Rent                                    |      | 14490         | 14490         |                | 8304         |
| Telephone and internet                  |      | 2027          | 2027          |                | 965          |
| Website and marketing                   |      | 6951          | 6951          |                | 2525         |
| Office expenses                         |      | 4334          | 4334          |                | 3523         |
| Travel                                  |      | 2211          | 2211          |                | 1209         |
| Training                                |      | 3869          | 3869          |                | 3223         |
| Staff health scheme                     |      | 1019          | 1019          |                | 507          |
| Sundry expenses                         |      | 1644          | 1644          |                | 2450         |
| Bank charges                            |      | 956           | 956           |                | 748          |
| Depreciation                            |      | 1657          | 1657          |                | 1573         |
|                                         |      |               |               |                |              |
|                                         |      | 366719        | 142146        | 224573         | 350285       |
| <b>Net (deficit)/surplus for year</b>   |      | <b>-30825</b> | <b>-10730</b> | <b>-20095</b>  | <b>29343</b> |

Grow UK

Balance Sheet  
31st December 2024

|                            | Note          | 2024         | 2023         |
|----------------------------|---------------|--------------|--------------|
|                            |               | £            | £            |
| <b>Fixed Assets</b>        | 2             | <b>3531</b>  | 2033         |
| <b>Current Assets</b>      |               |              |              |
| Stock                      |               | 300          |              |
| Debtors                    | 978           | 19675        |              |
| Cash at bank               | 120411        | 79659        |              |
| Cash at hand               | 197           | 126          |              |
|                            | <u>121586</u> | <u>99760</u> |              |
| <b>Current Liabilities</b> |               |              |              |
| Deferred income            | 109035        | 50028        |              |
| Creditors and accruals     | 0             | 4453         |              |
|                            | <u>109035</u> | <u>54481</u> |              |
|                            |               | 12551        | 45279        |
|                            |               | <u>16082</u> | <u>47312</u> |
| <b>Financed by</b>         |               |              |              |
| Unrestricted reserves      | 16082         | 27216        |              |
| Restricted reserves        | 0             | 20096        |              |
|                            | <u>16082</u>  | <u>47312</u> |              |

Approved by the board of trustees

25th June 2025

Notes to the Accounts  
31st December 2024

1 Accounting policies

Basis of preparation-the accounts have been prepared in accordance with Accounting and Reporting by Charities Statement of Recommend ended Practice applicable to charities preparing their accounts in accordance with the Reporting Standard applicable i.e in the UK and Republic of Ireland FRS102

Depreciation is provided on tangible fixed assets estimated to write the assets off over their useful lives, Office fixtures and fittings 25%, Grow Gardeners tools 33%, Potting shed and farm equipment 20%, Website and laptops 50%

The charity operates a defined contribution pension scheme

2 Fixed assets

|                 | Office fixtures | Potting shed<br>and farm equipment |
|-----------------|-----------------|------------------------------------|
| Cost 1st Jan 24 | 1739            | 3280                               |
| Additions       | <u>1739</u>     | <u>3155</u>                        |
|                 | 1739            | 6435                               |
| Depreciation    |                 |                                    |
| 1st Jan 24      | 1017            | 1968                               |
| Charge for year | <u>370</u>      | <u>1287</u>                        |
|                 | <u>1387</u>     | <u>3255</u>                        |
| Net book value  | 352             | 3180                               |

All other assets were fully depreciated at the start of the year

3 Going concern

The trustees are concerned to report a deficit for the year under review but have achieved funding sufficient to trade solvently for the immediate future and consequently the accounts have been prepared on a going concern basis

4 Continuing operations

During 2024 the Grow Gardeners trading was outsourced while the Potting Shed was transferred to a farming project in a spacious purpose built area

5 Salaries and pensions

20242023

|                                           |             |              |
|-------------------------------------------|-------------|--------------|
| Grow gardeners                            | 81996       | 120253       |
| Farming project (previously Potting shed) | 19168       | 11554        |
| <b>Walk and talk</b>                      | <b>6744</b> | <b>17824</b> |
| Grow Programme                            | 29801       | 35275        |
| Alumni                                    | 7000        |              |
| Core costs                                | 153657      | 92029        |

|  |               |               |
|--|---------------|---------------|
|  | <u>298366</u> | <u>276935</u> |
|--|---------------|---------------|

## 6 Grow Gardeners

|                                  |            |             |
|----------------------------------|------------|-------------|
| Training                         |            | 1977        |
| Plants                           | 1341       | 2454        |
| Protective clothing              | 1299       | 2123        |
| Vehicle leasing                  | 8670       | 8410        |
| Vehicle running expenses         | 4345       | 4079        |
| Consumable tools and other costs | <u>792</u> | <u>7985</u> |
|                                  | 16447      | 27028       |
| Salaries                         | 81996      | 120253      |

|  |              |               |
|--|--------------|---------------|
|  | <u>98443</u> | <u>147281</u> |
|--|--------------|---------------|

## 7 Farming project (formerly Potting shed)

|                     |            |       |
|---------------------|------------|-------|
| Plants              | 4220       | 10938 |
| Plant hire costs    | 1151       | 1156  |
| Rent                | 3207       | 2833  |
| Tools and equipment | 755        | 537   |
| <b>Other costs</b>  | <u>721</u> |       |

|  |       |              |
|--|-------|--------------|
|  | 10054 | <u>15464</u> |
|--|-------|--------------|

|          |              |              |
|----------|--------------|--------------|
| Salaries | <u>19168</u> | <u>11154</u> |
|----------|--------------|--------------|

|  |       |       |
|--|-------|-------|
|  | 29222 | 26618 |
|--|-------|-------|

Independent examiner's report on the accounts of Grow UK

Accounts for the year ended 31st December 2024  
Charity no 1177035

I report to the trustees on my examination of the accounts for Grow UK

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011

I report in respect of my examination of the Trust's accounts carried out under s145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under s145(5)(b) of the Act.

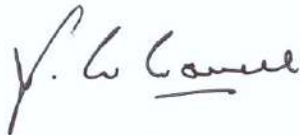
I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in any material effect:  
the accounting records were not kept in accordance with s130 of the Charities Act or the accounts did not accord with the accounting records or the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and (Reports) Regulations 2008 other than in any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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



Philip N Burley FCA  
25th June 2025

Flatt Lodge, Roadhead, Carlisle CA6 6PH



JOHN LOVELL  
CHAIR OF TRUSTEES

28th August 2025

**GROW**

England & Wales - Charity number 1177035

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# Accounts

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grow

# Trustee Report

Impact & Financial Report  
Jan – Dec 2023

*Inspiring hope and unlocking potential in  
young people through nature*



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# Contents

- Chair of Trustees comments
- MD comments
- Tom's story
- Programme updates
  - Walk & Talk
  - Grow Programme
  - Grow Gardeners
  - Catch Up
  - Co Production
  - Potting Shed
- Funding & Finance
- People & Culture
- Operations
- Communications
- The future
- Grow UK accounts – independent examiner report



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## Chair of Trustees comments

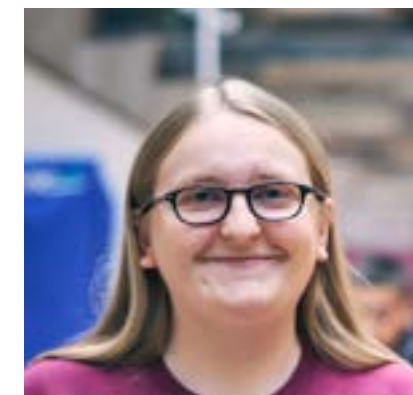
Well, what a year of celebration - a move to new premises with its increased space and capacity, new partnerships with the Green Estate and other local businesses, and Grow's 5th birthday. But most of all, an increased number of young people have participated in and completed one or more of Grow's expanding programmes during the year.

It's what we are here for, but it's still so exciting as trustees to be able to cheer on the amazing Grow staff team and volunteers. They work tirelessly to see these young people grow in confidence, acquire new skills, improve their mental health and, for many, make the move into fulfilling jobs. Hearing the individual stories and knowing the journey and courage each one represents is awe-inspiring. Thank you to all our funders and supporters for making this possible.

The year, with its record referral levels, and number of trainees, has emphasised yet again that we are only scratching the surface of the needs of young people in Sheffield and the surrounding region. Thank you to my fellow trustees for your expertise, skill, and commitment as we continue to encourage and support the work of Grow and consider 'what next' for 2024. It's great to be on the journey with you.



John Lovell,  
Chair of Trustees



Lucy  
Oct 21 - current



Tommy  
Feb 18 - current



Carol  
Feb 18 - current



Sam  
Nov 22 - current

Shari  
Nov 23 - current

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## MD comments



Steven Cotton,  
Managing Director

2023 has been a year of growth both in terms of the quality of our work, but also the number of young people we work with. As always, our trainees continue to inspire me. Personal growth can be painful and it involves making difficult decisions. Taking control of your life and making positive steps forward requires determination and bravery. As you'll see in this report, many of our trainees have made humongous leaps in their personal and work lives. The year has been filled with highlights, but three stand out in particular:

**Moving office** - We were very excited to move to Green Estates. This new site enabled us to connect our office, training room and green space to create more fluency between all elements of our work. We also get to partner with Green Estates who do incredibly inspiring and important work!

**Celebrating our fifth birthday** - We were thrilled to hit this milestone! The whole team enjoyed celebrating and reflecting on the achievements of our trainees over the past five years.

**Working with even more trainees** - As this report shows, 2023 has been our biggest year in terms of trainee numbers. We were inundated with referrals and so continue to work on building our capacity.

I think I say it every year, but Grow really is a huge team effort. This year I want to give a particular shout out to Grow's staff team. We're incredibly lucky to have attracted a wonderful mix of highly dedicated, passionate and skilled team members. Their hard work, partnered with the trainees' bravery, is enabling amazing things to happen.

We're also incredibly grateful for the support of our volunteers who dedicate their precious time to Grow's trainees in a whole range of roles. And of course none of this work would be possible without the generosity of our funders and donors.

I hope you are inspired by the stories of our trainees in the coming pages. We've had a fantastic year and cannot wait to continue working with more young people in 2024!!



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# Tom's story

Do you feel that the job has benefited you?

100%! I was so isolated when I moved to Sheffield from Essex - it felt so draining. Being outside and trying new things has been so beneficial. I never thought I'd be in the gardening world but after my work coach recommended the Grow Programme I thought 'why not'?!

What aspects of the job did you enjoy?

The opportunity to work in a team, talking to people e.g. clients and being around people.

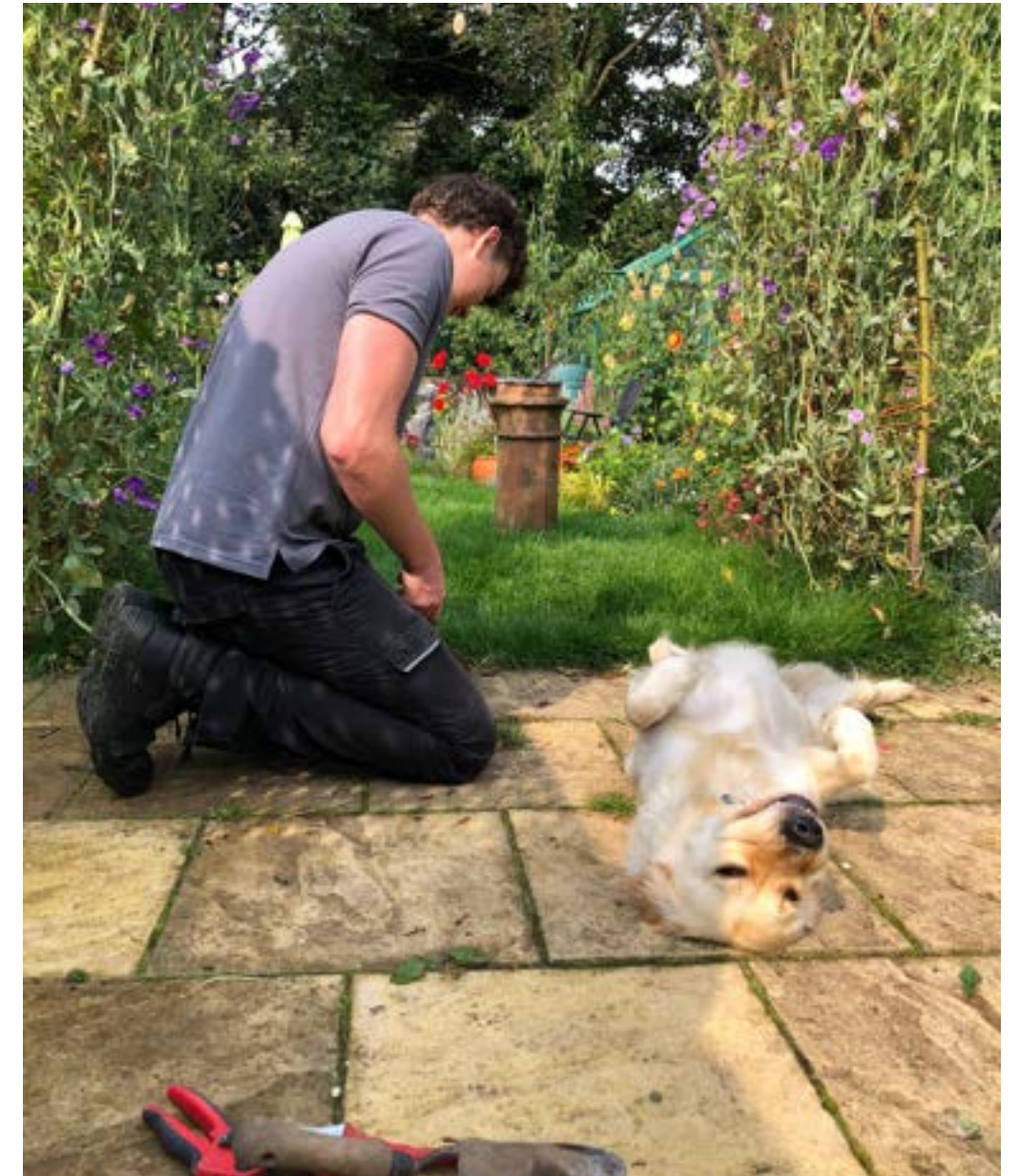
Do you think your confidence has improved?

Definitely - talking to new people and getting to know people - hearing about their day has helped me. Seeing people every day has helped me to build confidence. Grow Gardeners has pushed me outside my comfort zone. Since coming to Grow I've had more of a routine and rather than feeling secluded at home I've had a reason to get out of the house.

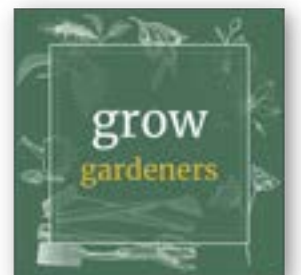
Since covid, my confidence dipped drastically due to being so isolated. I couldn't see my wider family and friends and missed being social. Then I moved to Sheffield from Essex which increased my feeling of being isolated. Until I came along to Grow, I just hung out with my sister's friends and didn't have any friends of my own.

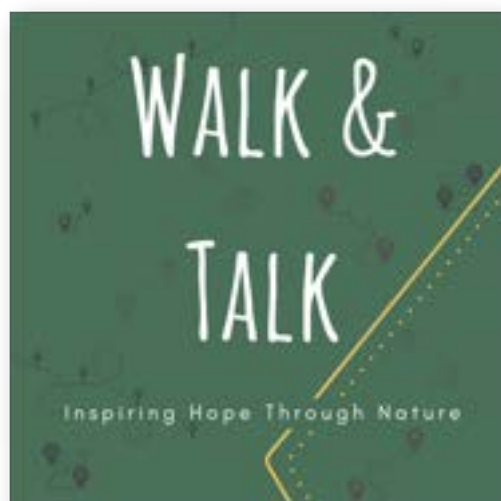
We're incredibly proud of Tom, who secured a Green Space Apprenticeship with Sheffield City Council even before his time had completed with Grow Gardeners!

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grow  
programme





Walk & Talk is a walking coaching programme for young people aged 16 - 24. Most of the young people who participate experience mental ill-health and often have additional disabilities or challenges.

Young people are matched with a trained mentor, who takes a coaching approach when they meet for up to 8 sessions for a regular walk. They chat about their current situation, hopes, and challenges to work out steps they can take to feel they are moving forward in life. This may include getting into or staying successfully in education, increased confidence to apply for training or a job. They may also experience increased feelings of wellbeing and reduced feelings of isolation.

In 2023, **34 young people** engaged with the programme and we recorded an average increase of:

**50%** in wellbeing

**31.3%** in social connection



Wendy Flemming,  
Programme Coordinator



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## What our Walk & Talk trainees said:

*“It’s helped me get into a slightly better routine as in winter especially I’d always struggle with my sleep patterns, but waking up early and actually having something to do is great! Talking with my mentor also helped me build up a bit of confidence regarding my self worth and dealing with social situations (which I often struggle greatly with)”.*

*“I’ve become more confident with speaking to new people”.*

*“100% it’s given me confidence to do stuff in my life whereas before I wouldn’t have dreamed it.”*

## Volunteers

The Walk & Talk programme is volunteer led.  
In 2023, **27 volunteers** attended our 6 hour training programme.  
They show such passion and patience for the young people they support and are all truly amazing.

During the year, **123 hours of Walk & Talk sessions** took place providing coaching and mentoring sessions for young people.



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# grow programme

Taking place over five weeks, the Grow Programme aims to promote wellbeing, increase social connection and develop employability skills. It includes a mix of group sessions, practical nature-based sessions and 1:1s. Following completion of the Grow Programme, all trainees have the opportunity to interview for our paid work placement programme, Grow Gardeners.

In 2023, we closely reviewed the Grow Programme curriculum to ensure all elements aligned with Grow's supportive triangle; a framework designed to cultivate holistic change. The programme's delivery at Green Estates has allowed more space for team-based activities and created fresh avenues for collaboration with Manor and Castle Development Trust on CV workshops, Roots and Bloom on volunteering opportunities, and hands-on experience at the Grow Farm.

In 2023, we are delighted to have achieved the following:

- 43 Trainees completed the Grow Programme
- 17% Increase in wellbeing
- 20% Increase in social connection
- 22 Trainees progressed to Grow Gardeners
- 67%\* Successful EET (employment, education or training) outcome



Dave Cooke,  
Programme & Impact  
Manager



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\* Based on trainees reaching 12 months post programme. This figure will change as more trainees reach this milestone.

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In 2024, we will run four Grow Programmes; the highest number we have delivered so far. We are continuing to refine and consolidate the curriculum, enabling us to replicate across future sites.

By introducing work readiness measures into the Grow programme we aim to give young people the best chance of employment. Whether that's securing employment opportunities with Grow Gardeners, or guiding them towards clear next steps in their journey, our focus considers the entire journey of young individuals through the programme, from referrals to completion and next steps.

### What our Grow Programme trainees said:

*"My time with Grow has been incredible. It's allowed me to connect with new people and learn different work skills. It's been an amazing experience."*

*"I have enjoyed all the sessions being indoors doing teamwork activities the outdoor sessions have been fun too, it has helped me with teamwork the most I struggled before working in groups incase people didn't like me and found it awkward but I found things better working with new people and it was nice."*





Grow Gardeners is our paid work placement programme. We employ our trainees on a part-time basis and work in more than 60 client gardens across Sheffield. This programme gives our trainees real life work experience and aims to promote their wellbeing, increase social connection and develop employability skills.

In 2023, we achieved the following:

**20** trainees completed the programme across three cohorts

More than **2,000** hours of gardening completed

Regularly maintained more than **60** gardens across Sheffield

During this time, we recorded an average of:

**80%\*** successful EET (employment, education or training) outcome

**15%** increase in wellbeing

**14%** increase in social connection

\* Based on trainees reaching 12 months post programme. This figure will change as more trainees reach this milestone.



Dave Cooke,  
Programme & Impact  
Manager



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## What our Grow Gardeners trainees said:

*"I'm more comfortable being myself around people and more confident when talking to people."*

*"It has taught me to be more responsible and mature."*

When asked if they'd recommend the programme to a friend, one trainee said:

*"I have and will continue to recommend the programme to friends. I have told them the programme is helpful with getting you used to a work environment and employability skills such as interview practice. It also gets you used to working as part of a team and individually."*

When asked how they had changed, another trainee said:

*"Know more about gardening now. Been getting up earlier. I try more now. I feel more open to trying new experiences - less worried about them now."*

## Impact for trainees after programme completion:

**100%** felt they had benefited from Grow Gardeners

**100%** reported confidence increase

**100%** would recommend Grow Gardeners

**65%** increase in gardening skills





As part of our alumni community work we run monthly Catch Up events. They give past and present Grow trainees the opportunity to connect socially with each other in a safe environment.

In 2023, we held **12 Catch Up events** and welcomed **26 young people**. During this time, we engaged in various activities, including animation, creative art, toasting marshmallows on the firepit, a quiz, and outings to the cinema and a board game café.

It's great to bring our alumni community together and see them connect, try new things, and have fun in a safe and welcoming environment.

We continue to consult our alumni to gather feedback on future activities they would like to explore and areas for improvement.



Sarah Walker,  
Alumni Coordinator



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# Co Production

2023 saw the launch of Grow's Co Production group, named 'Sprouts' by the participating young people.

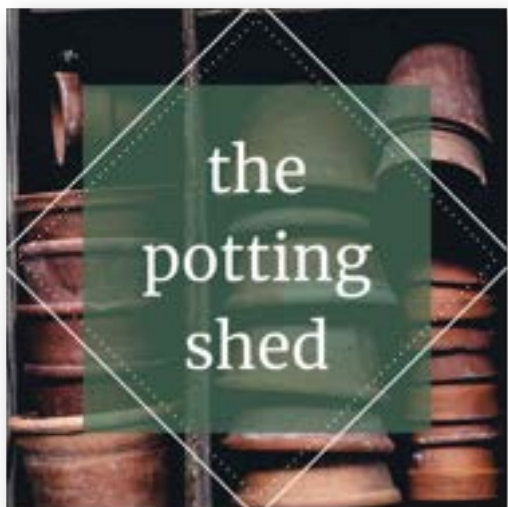
The intention of the group is to provide a space for our past and present trainees to make their voices heard regarding the development of Grow. We want young people and their opinions to be at the heart of everything we do, from being part of our interview panels and training, planning and attending events, to shaping the content of our social media communication, and more!

This project is very much in its early stages but we are excited to see it develop over the next year.



Sarah Walker,  
Alumni Coordinator





The Potting Shed is our micro plant nursery based in Sheffield, aiming to sell nature friendly plants while creating paid work experience opportunities for our trainees.. We remain the only supplier of totally peat-free plants in Sheffield!

Plant orders are predominately taken through our website but also run regular pop-up shops and attend local markets.

A big highlight of 2023 has been seeing more trainees than ever gain work experience at our pop-ups across the city. The Potting Shed offers very different work experience for our trainees enabling them to develop customer service skills as well as learning how to nurture plants in more detail.



In 2023:

Over **3,500** plants were sold

**£9,000** income generated



Rebecca Koch,  
Potting Shed Coordinator

In 2024, we are moving The Potting Shed to Green Estates. We will be growing more plants ourselves and creating the opportunity for our trainees to learn skills such as seed sowing, taking cuttings and dividing plants. This move will enable us to expand the Potting Shed and create more work experience opportunities for our trainees.



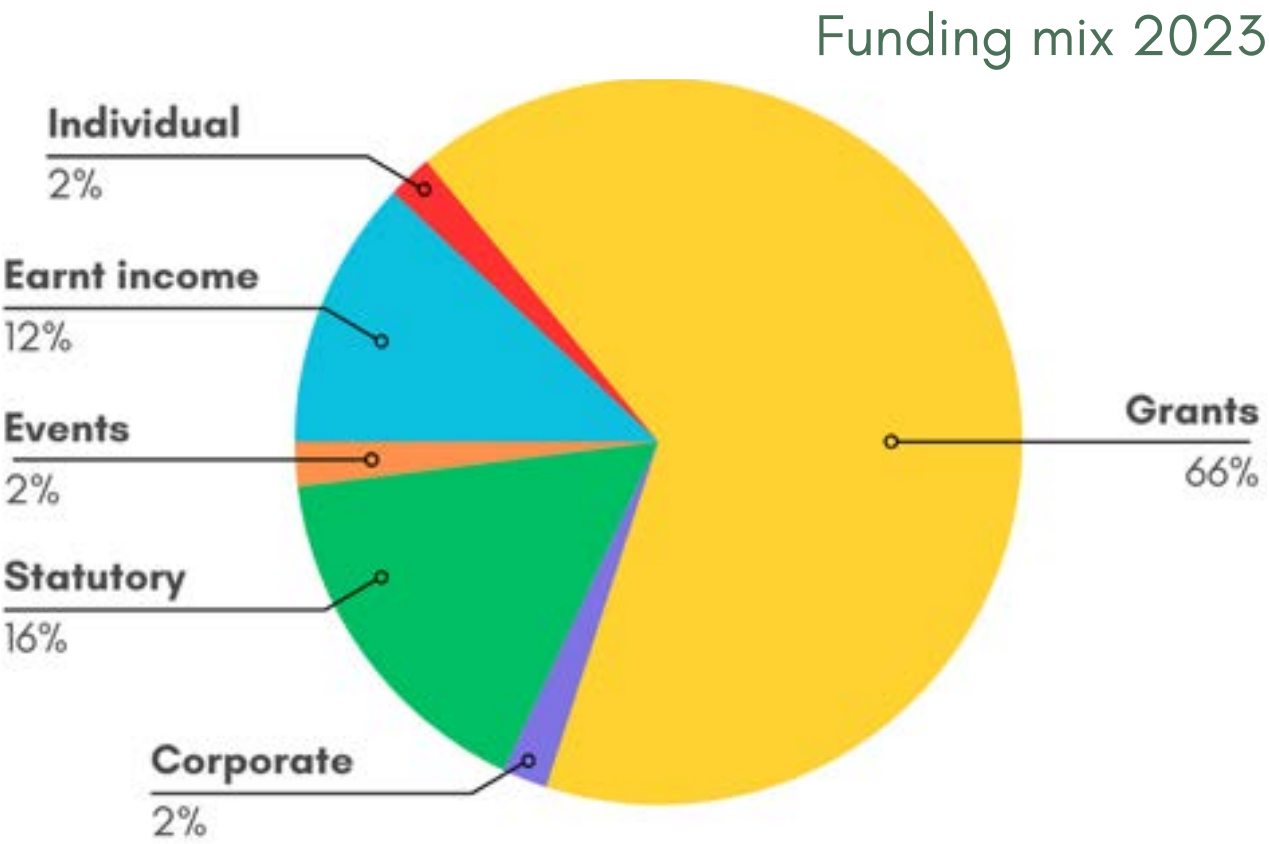
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# Funding & Finance

2023 saw a significant increase in our turnover. This was mainly due to partnering with significant trusts and foundations enabling us to strategically develop and expand our work.

As our finance report below details, our turnover in 2023 was **£379,628** which is a **£135,404 (55%)** increase from 2022.

The chart to the right shows a brief breakdown of our funding mix in 2023.



We want to extend a huge thanks to the following funders who supported us in 2023:

KFC  
Westfield  
Tesco Bags of Help  
Easy Fundraising  
Amazon  
Royal Society of St George  
Blakemore Foundation  
The Rotary Club  
Co-op Community Fund

The Well Church  
Tesco Community Giving  
ESF Positive Change Programme  
Violence Reduction Unit  
NHS waiting list  
Sheffield City Council  
South Yorkshire Community Foundation  
  
Continued...

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Police crime commissioner  
Imagine Foundation  
Brelms Trust  
Tweed Family Foundation  
The Peter Sowerby Foundation  
CBTU  
Finis Scott  
Localgiving - Magic Little Grants  
SYCF - Green Prescribing  
Groundworks  
Zest  
Garfield Weston  
CLA Charitable Trust

Chimo Trust  
Holbeck Charitable Trust  
Seven Friends Foundation  
The Sheldon Trust  
Sheffield Church Burgesses Trust  
Swire Trust  
29th May 1961  
Souter Charitable Trust  
Albert Gubay Foundation  
Brown Sauce Trust  
Thornbridge for Everyone  
Sheffield Bluecoat and Mount Pleasant Educational Foundation  
Zachary Merton and George Woofindin Convalescent Trust

RHS  
Igen Trust  
James Neil Trust Fund  
Tramlines  
Field Fenn Trust  
SYCF Cost of Living 2  
Kaye Charitable Trust  
Hedley Foundation  
Northwick Trust  
J G Graves  
Let's Build Health Grant  
Innox foundation

## The future

In 2024 we are focussing on our both our sustainability and generating funds to enable us to expand our work into surrounding areas.



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# People & Culture

2023 was a year of growth for our staff team. We recruited a number of new positions including Programmes and Impact Manager, Grow Programme Coordinator, Potting Shed Coordinator, and Fundraising and Marketing Manager. Through the Groundwork UK New to Nature scheme we also recruited a Fundraising Assistant and Grow Gardeners Assistants. These organisational structure changes bring ownership, increased capacity to each area, and a strengthened approach to our work.

During the year we reviewed and evolved our values and appraisal process. Our [new values](#) feed into our Personal Growth Review appraisal process which has been integrated into line management meetings throughout the year.

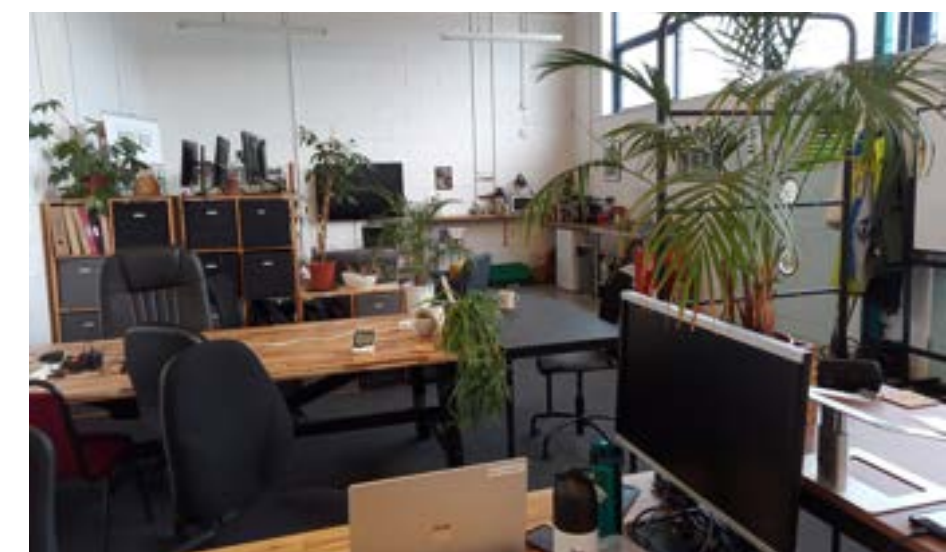
We also built on the monthly training schedule from 2022, introducing short monthly wellbeing sessions for staff every month. During these sessions, we took time to engage in activities such as meditation, seated yoga and sound bathing!

The impact of our move to Green Estates has been felt in the culture of our work. More office based staff are now able to join sessions on the Grow Farm, trainees are more visible to the wider staff team and the green environment is having a benefit on everyone's health and wellbeing.

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Jon Davies,  
Operations and  
Communications Manager



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# Operations

2023 was a big year for Grow operationally, with the biggest change being our move to the Green Estate in The Manor (south east Sheffield). [The Green Estate](#) is a like minded Community Interest Company that runs various enterprises and have turned 42 hectares of derelict land and heritage buildings in The Manor into a beautiful, sustainable landscape. We're now part of that landscape with our office, Grow Farm, coaching space and Grow Gardeners all situated on site. It's been amazing to be based so close to nature and have everything within close proximity.

There are various projects to make the space more suited to our programme needs. We have submitted a planning application to construct a large polytunnel and wooden outdoor teaching space. We've also applied for funding to transform an onsite shipping container into a functional trainee space with indoor seating, a covered outdoor area, picnic benches and tool storage.

We were also busy improving our systems, moving to app based communication for Walk & Talk mentors and mentees, rather than having phones specifically for volunteers. We've developed and improved our impact data dashboards for our programmes. We also took on another van for Grow Gardeners, making us a two van charity!



Jon Davies,  
Operations and  
Communications Manager



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# Communications

In 2023 we celebrated our 5th birthday! At our party we shared a [video showcasing the work](#) we've done and lives changed since the beginning, as well as sharing our hopes and dreams for the next five years. We created an interactive display for people to listen to and read stories from our trainees over the years. You can explore this for yourself [here](#) (password Grow2023).

We also released a video about a particularly positive Walk & Talk mentoring relationship. [Charlotte and Jayne](#) shared their experiences from the perspective of a young person and mentor.

In September we benefited from the pro bono support of Fourth Day PR company. Our senior team were invited to a private workshop to develop our key messaging as a charity and work out ways to communicate with the different audiences we interact with. This helped to inform our strategy for 2024.

In July we were featured in a national article in the RHS The Garden magazine. The article not only helped us broaden our reach, but secured various trust funds totalling £185k.

Through increased presence and engagement, our Grow Instagram account also passed 1000 followers towards the end of the year. This was a 'nice marker in the sand', as we continue to broaden our reach and build awareness.

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Jon Davies,  
Operations and  
Communications Manager



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# The future

In 2024 we are particularly excited about the following things:

## **Increasing our impact**

We will be having a real push on quality. We not only want to work with more young people but we also want to make sure the programmes we run are as good as they possibly can be. We will focus on improving our programme curriculum, developing the support systems that underpin our programmes (IT systems, resources, etc) and also fine tune the way we collect and use data.

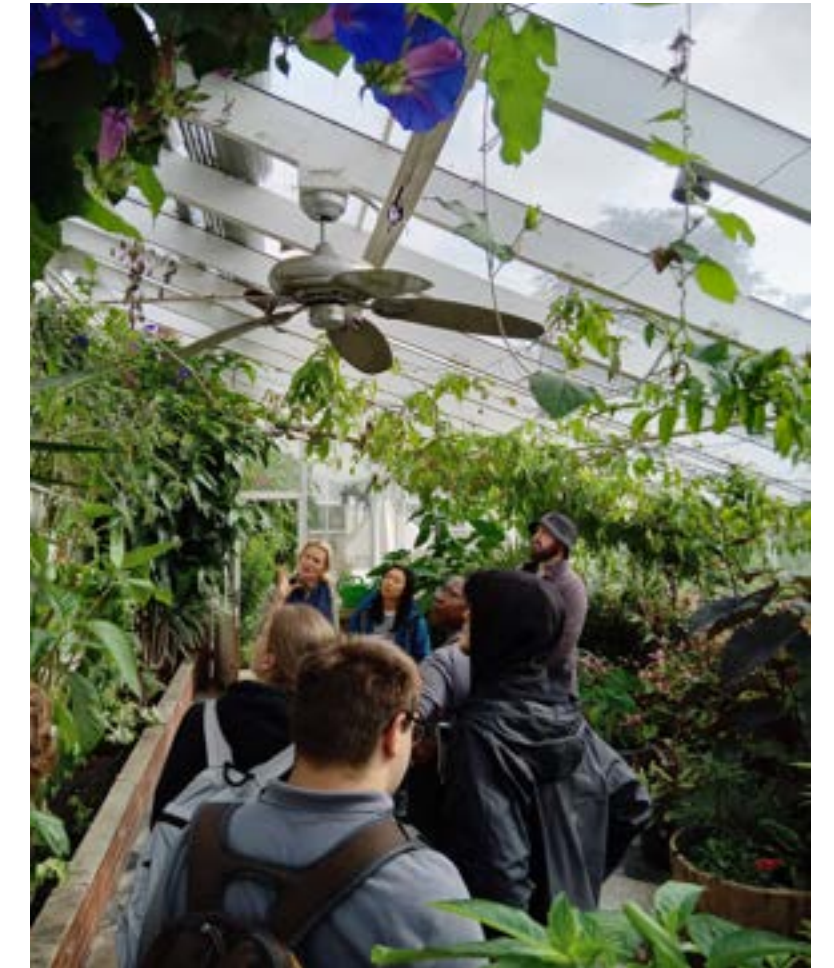
## **Expansion**

In 2024 we are excited to be moving towards piloting our work in a new geographic area. This will enable us to expand our reach and work with more young people. We're working alongside some of our funding partners to explore this next step and can't wait to share our progress!

## **Sustainability**

As we seek to expand, we want to make sure that we are on a secure financial footing. Our fundraising team is working hard to develop long-term funding partnerships that will invest in Grow's work and our expansion journey.

We are incredibly grateful to all of our key partners who have enabled 2023 to be a huge success. We look forward to continuing to share the adventure with you in the year ahead!



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# Get involved

Whether you're an individual, a funder, or a business there are many ways to get involved with Grow, such as...

- Supporting our programmes and projects with financial contributions
- Volunteering your time to support our work
- Giving a one-off gift or regular donation of any size really adds up and makes a big difference
- Getting involved in our events that take place throughout the year
- Building a meaningful corporate partnership with us
- Fundraising for us with by taking on sporting challenges, pledging your birthday or hosting a Bake Off... the ideas are endless!

Learn more about our work and how to get involved  
[growuk.org](https://growuk.org)



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# Independent examiner's report of Grow UK accounts

Accounts for the year ended 31st December 2023

Charity no 1177035

I report to the trustees on my examination of the accounts for Grow UK

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the Trust's accounts carried out under s145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under s145(5)(b) of the Act.

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 effect:

the accounting records were not kept in accordance with s130 of the Charities Act or the accounts did not accord with the accounting records or the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than in any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

Philip N Burley FCA

13th May 2024

Flatt Lodge Roadhead Carlisle CA6 6PH

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Statement of  
Financial Activities  
for the year ended  
31st December 2023

Notes are provided further on in this document

| Income                             | Note | Total  | Unrest'd | Restricted | 2022   |
|------------------------------------|------|--------|----------|------------|--------|
|                                    |      |        |          |            |        |
| Donations                          |      | 15015  | 15015    |            | 9585   |
| Grants                             |      | 273870 | 132911   | 140959     | 160758 |
| Events                             |      | 9066   | 9066     |            | 6363   |
| Grow Gardeners                     |      | 40158  | 40158    |            | 43952  |
| Potting Shed                       |      | 9669   | 9669     |            | 14758  |
| Training                           |      |        |          |            | 5096   |
| Gift Aid                           |      | 722    | 722      |            | 1236   |
| Room hire                          |      | 1905   | 1905     |            | 2476   |
| Training support                   |      | 29223  | 29223    |            |        |
|                                    |      | 379628 | 238669   | 140959     | 244244 |
|                                    |      |        |          |            |        |
| Expenditure                        |      |        |          |            |        |
| Alumni monitoring expenses         |      | 1942   | 1942     |            |        |
| Salaries and pensions              | 6    | 276935 | 139381   | 137554     | 196818 |
| Grow Gardeners direct expenses     | 7    | 27028  | 23623    | 3405       | 16648  |
| Potting Shed direct expenses       | 8    | 15464  | 15464    |            | 12936  |
| Walk and Talk expenses             |      | 3134   | 3134     |            | 2786   |
| Cost of events                     |      | 755    | 755      |            | 1552   |
| Rent                               |      | 8304   | 8304     |            | 8977   |
| Telephone                          |      | 965    | 965      |            | 1449   |
| Website and marketing              |      | 25225  | 2525     |            | 2045   |
| Office expenses                    |      | 3523   | 3523     |            | 1955   |
| Travel                             |      | 1209   | 1209     |            | 386    |
| Training                           |      | 3223   | 3223     |            | 1497   |
| Staff health scheme                |      | 507    | 507      |            |        |
| Repairs and Renewals               |      |        |          |            | 1285   |
| Sundry expenses                    |      | 2450   | 2450     |            | 797    |
| Bank and finance charges           |      | 748    | 748      |            | 722    |
| Depreciation of fixed assets       |      | 1573   | 1573     |            | 1552   |
|                                    |      | 350285 | 209326   | 140959     | 251405 |
|                                    |      |        |          |            |        |
| Net (deficit)/surplus for the year |      | 29343  | 29343    | 0          | -9711  |

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# Balance Sheet as at 31st December 2023

|                        | Note |       | 2023  |       | 2022  |
|------------------------|------|-------|-------|-------|-------|
|                        |      |       |       |       |       |
| Fixed assets           | 2    |       | 2033  |       | 3595  |
|                        |      |       |       |       |       |
| Current assets         |      |       |       |       |       |
| Stock                  | 3    | 300   |       | 2350  |       |
| Debtors                |      | 19675 |       | 8869  |       |
| Cash at bank           |      | 79659 |       | 12170 |       |
| Cash in hand           |      | 126   |       |       |       |
|                        |      | 99760 |       | 23389 |       |
|                        |      |       |       |       |       |
| Current liabilities    |      |       |       |       |       |
| Deferred income        |      | 50028 |       | 8769  |       |
| Creditors and accruals |      | 4453  |       | 246   |       |
|                        |      | 54481 |       | 9015  |       |
|                        |      |       |       |       |       |
| Net current assets     |      |       | 45279 |       | 14374 |
|                        |      |       |       |       |       |
| Total assets           |      |       | 47312 |       | 17969 |
|                        |      |       |       |       |       |
| Financed by:           |      |       |       |       |       |
| Unrestricted reserves  |      |       | 27216 |       | -2127 |
| Restricted reserves    |      |       | 20096 |       | 20096 |
|                        |      |       | 47312 |       | 17969 |

Notes are provided on the next page

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# Notes to the accounts for the year ended 31st December 2023

## 1. Accounting policies

### **a. Basis of preparation**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102.

### **b. Tangible fixed assets**

Depreciation is provided at rates estimated to write the assets off over their useful lives:

25% Office fixtures and fittings

33% Grow Gardeners tools

20% Potting Shed equipment

50% Website

50% Laptops

### **c. Direct and overhead expenditure**

Expenditure is summarised under functional headings. Motor and leasing expenses are included as direct expenses against the income they refer to. The charity uses two vans under operating leases.

### **d. Pension costs**

The charity operates a defined contribution pension scheme.

### **e Stock is valued at the lower cost and net realisable value.**

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# Notes to the accounts for the year ended 31st December 2023

## 2 Fixed assets

|                    | Office fixtures | Grow Gardeners tools | Potting Shed |
|--------------------|-----------------|----------------------|--------------|
| Cost 1 Jan 23      | 1739            | 1642                 | 3280         |
|                    |                 |                      |              |
| Depreciation       |                 |                      |              |
| 1 Jan 23           | 658             | 1096                 | 1312         |
| Charge for year    | 370             | 547                  | 656          |
|                    | 1028            | 1643                 | 1968         |
|                    |                 |                      |              |
| Net book value     |                 |                      |              |
| 1st January 2023   | 1081            | 546                  | 1968         |
| 31st December 2023 | 721             | 0                    | 1312         |

The website and laptops were fully depreciated at the start of the year under review.

## 3

|                       | 1st January 2022 | Incoming resources | Outgoing resources | 31st December 2023 |
|-----------------------|------------------|--------------------|--------------------|--------------------|
| Unrestricted reserves | -2177            | 238669             | 209326             | 27166              |
| Restricted reserves   | 20096            | 140959             | 140959             | 20096              |

## 4 Going concern

The trustees are pleased to report that at the balance sheet date unrestricted reserves were again positive. Their policy remains to carry the equivalent of three months costs in unrestricted reserves and hope to make progress to achieve this in 2024. Accordingly the accounts have been prepared under a going concern basis.

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Notes to the accounts  
for the year ended  
31st December 2023

5 Continuing operations

All income and expenditure derive from continuing operations.

6 Salaries and pensions

|                 |        |
|-----------------|--------|
| Grow Gardeners  | 120253 |
| Potting Shed    | 11554  |
| Walk and Talk   | 17824  |
| Grow Programme  | 35275  |
| Other and admin | 92029  |
|                 | 276935 |

7 Grow Gardeners expenses

|                     |        |
|---------------------|--------|
| Plants              | 2454   |
| Tools               | 3406   |
| Vehicle running exs | 4079   |
| Vehicle lease costs | 8410   |
| Travel              | 1373   |
| Training            | 1977   |
| Protective clothing | 2123   |
| Other expenses      | 3206   |
| Salaries            | 120253 |
|                     | 147281 |

8 Potting Shed

|           |       |
|-----------|-------|
| Plants    | 10938 |
| Equipment | 537   |
| Other     | 1156  |
| Rent      | 2833  |
| Salaries  | 11554 |
|           | 27018 |

**GROW**

England & Wales - Charity number 1177035

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# Accounts

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Grow UK

Statement of Financial Activities for the year ended 31st December 2022

| Income                             | Note | Total         | Unrest'd      | Restricted    |
|------------------------------------|------|---------------|---------------|---------------|
| Donations                          |      | 9585          | 9585          |               |
| Grants                             |      | 160758        | 28000         | 132758        |
| Events                             |      | 6363          | 6363          |               |
| Grow Gardeners                     |      | 43952         | 43952         |               |
| Potting shed                       |      | 14758         | 14758         |               |
| Training                           |      | 5096          | 5096          |               |
| Gift Aid                           |      | 1236          | 1236          |               |
| Rent and incidentals               |      | 2476          | 2476          |               |
| HMRC                               |      |               |               |               |
|                                    |      | <u>244224</u> | <u>111466</u> | <u>132758</u> |
| Expenditure                        |      |               |               |               |
| Salaries and pensions              | 6    | 196818        | 75437         | 121381        |
| Grow Gardeners direct expenses     | 7    | 16648         | 16648         |               |
| Potting Shed direct expenses       | 8    | 15008         | 15008         |               |
| Walk and Talk expenses             |      | 2786          | 2786          |               |
| Cos of Events                      |      | 1552          | 1552          |               |
| Direct Course Costs                |      | 470           | 470           |               |
| Rent                               |      | 8977          | 8977          |               |
| Telephone                          |      | 1449          | 1449          |               |
| Website and Marketing              |      | 2045          | 2045          |               |
| Insurance                          |      | 458           | 488           |               |
| Travel                             |      | 386           | 386           |               |
| Training                           |      | 1497          | 1497          |               |
| Office expenses                    |      | 1485          | 1485          |               |
| Repairs and Renewals               |      | 1285          | 1285          |               |
| Drop-in expenses                   |      |               |               |               |
| Van leasing charges                |      |               |               |               |
| Sundry expenses                    |      | 797           | 797           |               |
| Bank charges                       |      | 722           | 722           |               |
| Depreciation of fixed assets       |      | 1552          | 1552          |               |
|                                    |      | <u>253935</u> | <u>132554</u> | <u>121381</u> |
| Net (deficit)/surplus for the year |      | <u>-9711</u>  | <u>-21088</u> | <u>11577</u>  |

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# Grow UK

## Balance Sheet as at 31st December 2022

|                       |      |              | 2022         | 2021         |
|-----------------------|------|--------------|--------------|--------------|
|                       | Note |              |              |              |
| Fixed Assets          | 2    |              | 3595         | 4847         |
| Current Assets        |      |              |              |              |
| Stock                 | 3    | 2350         | 2350         |              |
| Debtors               |      | 8869         | 4466         |              |
| Cash at bank          |      | 12170        | 28480        |              |
|                       |      | <u>23389</u> | <u>35296</u> |              |
| Current Liabilities   |      |              |              |              |
| Deferred income       |      |              | 11120        |              |
| Creditors             |      | 9015         | 1343         |              |
|                       |      | <u>9015</u>  | <u>12463</u> |              |
| Net current assets    |      |              | <u>14374</u> | <u>22833</u> |
| Total assets          |      |              | <u>17969</u> | <u>27860</u> |
| Financed by:          |      |              |              |              |
| Unrestricted reserves |      |              | -2127        | 18911        |
| Restricted reserves   |      |              | 20146        | 8769         |
|                       |      |              | <u>17969</u> | <u>27860</u> |

## Grow UK

### Notes to the Accounts 31st December 2022

#### 1. Accounting policies

##### a Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland and FRS 102

##### b Tangible Fixed Assets

Depreciation is provided at rates estimated to write the assets off over their useful lives:

|                              |     |
|------------------------------|-----|
| Office fixtures and fittings | 25% |
| Grow Gardeners tools         | 33% |
| Potting shed equipment       | 20% |
| Website                      | 50% |
| Laptops                      | 50% |

##### c Direct and overhead expenditure

Expenditure is summarised under functional headings. During the year under review adopted a more sophisticated accounting system and certain comparative figures not stated on a like for like basis.

Motor and leasing expenses are now included as direct expenses against the income they relate to.

##### d Pension Costs

The charity operates a defined contribution pension scheme

#### 2 Fixed Assets

|                   | Office fixtures | Grow Gardeners Tools | Potting Shed | Website     | Laptops    |
|-------------------|-----------------|----------------------|--------------|-------------|------------|
| Cost 1 Jan 22     | 1439            | 1642                 | 3280         | 1462        | 760        |
| Additions         | 300             |                      |              |             |            |
|                   | <u>1739</u>     | <u>1642</u>          | <u>3280</u>  | <u>1462</u> | <u>760</u> |
| Depreciation      |                 |                      |              |             |            |
| 1 Jan 22          | 310             | 548                  | 656          | 1462        | 760        |
| Charge for year   | 348             | 548                  | 656          |             |            |
|                   | <u>658</u>      | <u>1096</u>          | <u>1312</u>  | <u>1462</u> | <u>760</u> |
| Net book value    |                 |                      |              |             |            |
| 1st January 2022  | 1129            | 1094                 | 2624         |             |            |
| 31st January 2022 | <u>1081</u>     | <u>546</u>           | <u>1968</u>  | <u>0</u>    | <u>0</u>   |

### 3 Unrestricted Reserves

|                       | 1st January 2022 | Incoming Resources | Outgoing Resources | 31st December 2022 |
|-----------------------|------------------|--------------------|--------------------|--------------------|
| Unrestricted Reserves | 18911            | 115840             | 136928             | -2177              |
| Restricted Reserves   | 8769             | 132758             | 121381             | 20146              |

### 4 Going Concern

During the year under review Grow expanded its activities rapidly but incurred cost exceeded revenues leaving unrestricted funds negative at the year end. The trustee policy to carry the equivalent of three months running costs in unrestricted reserve confident in making progress in 2023 given a particularly strong revenue stream in quarter. Accordingly the accounts have been prepared on the going concern basis.

### 5 Continuing Operations

All income and expenditure derive from continuing operations.

### 6 Salaries and pensions

|                  |               |
|------------------|---------------|
| Grow Gardeners   | 97590         |
| Potting shed     | 18689         |
| Walk and talk    | 15045         |
| Other, admin etc | 65494         |
|                  | <u>196818</u> |

### 7 Grow Gardeners expenses

|                     |               |
|---------------------|---------------|
| Plants              | 5512          |
| Tools               | 2211          |
| Vehicle running exs | 3132          |
| Vehicle lease costs | 3061          |
| Travel              | 887           |
| Training            | 199           |
| Protective clothing | 911           |
| Other expenses      | 735           |
| Salaries            | 97590         |
|                     | <u>114238</u> |

### 8 Potting shed

|               |              |
|---------------|--------------|
| Plants        | 12164        |
| Equipment     | 1418         |
| Administraion | 717          |
| Marketing     | 177          |
| Fees          | 532          |
| Salaries      | 18689        |
|               | <u>33697</u> |

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# Independent examiner's report on the accounts of Grow UK

Accounts for the year ended 31st December 2022  
Charity no 1177035

I report to the trustees on my examination of the accounts for Grow UK

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011

I report in respect of my examination of the Trust's accounts carried out under s145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under s145(5)(b) of the Act.

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:

the accounting records were not kept in accordance with s130 of the Charities Act or the accounts did not accord with the accounting records or the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than in any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

Philip N Burley FCA  
22nd May 2023

Flatt Lodge Roadhead Carlisle CA6 6PH

**GROW**

England & Wales - Charity number 1177035

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# Accounts

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# **GROW**

Registered Charity Number: 1177035

TRUSTEE REPORT AND ACCOUNTS

1st January 2021 - 31st December 2021

# **GROW**

TRUSTEE REPORT AND ACCOUNTS - 1st January 2021 - 31st December 2021

## **Contents Page**

- Report of the trustees
- Statement of financial activities
- Statement of assets and liabilities
- Independent examiner's report

## **Administrative details of the charity and its trustees**

The trust was established under a deed of trust dated 7th February 2018. The trust is constituted as a Charitable Incorporated Organisation and registered with the Charity Commission under number 1177035. The correspondence address is 7 Castle Street, Sheffield, S38LT. The trustees who, unless stated otherwise, served throughout the period were as follows:

- John Lovell
- Carol Pickering
- Helen Everatt
- Thomas Henderson- Reay
- Madhu Ramachandran
- Lucy Pridmore

## **Charitable objects**

The relief of unemployment of young people aged between 16-24 who are disadvantaged, by way of being care leavers and/or ex-offenders and/or having experienced mental ill-health, for the public benefit, in particular but not exclusively in Sheffield, including running pre-employment training programmes and supporting young people in finding and retaining employment.

## **Activities**

Grow is a youth development charity that works with vulnerable and disadvantaged young people based in Sheffield. Our main beneficiaries are young people aged 16-24. We work with some of the most marginalised and under-served young people in Sheffield - many of the young people we work with are socially isolated and far from the labour market; they struggle to engage with traditional statutory services, often slipping through the gaps and remaining isolated. We run youth development programmes that combine coaching with nature-based projects. Our aim across all of our programmes is to promote wellbeing, develop employability and reduce isolation in the young people we work with.

## **Trustee Report**

The charity was set up in February 2018 and the first Grow programme was in October 2018. Throughout 2019 we developed this programme, not only building the quality of our engagement with young people but also our reputation amongst referrers within Sheffield.

In 2020 due to Covid-19 we were only able to run one Grow Programme. Instead we delivered drop in sessions at Holly Hagg Community Farm developed a volunteer led coaching programme called Walk & Talk. Finally, we ran a more structured pilot of our Grow Gardeners programme This is a paid work experience programme aimed at young people who benefit most from a work based learning approach.

In 2021 we significantly developed both our Walk&Talk and Grow Gardeners programmes. We worked with 35 young people on our Walk&Talk programme and 8 trainees on our Grow Gardeners programme. We reported a 13% reduction in measures that can lead to mental health on our Walk&Talk programme and an 83% positive employment, education and training status for young people completed our Grow Gardeners Programme.

As we look ahead we are starting the process of better connecting our programmes to create a journey from our trainees. This journey starts with Walk&Talk, progresses to the Grow Programme and continues with Grow Gardeners. This journey gives the young people the opportunity to fully imbed employability skills and tools that will help them live a more sustainable and healthy life. For the young people who do not wish to progress on to the next programme, we are looking to employ a transitions and alumni coach who can support their journey on to employment or training with other charities/ business or organisations,

### **Financial review**

The results for the year are shown in the statement of financial activities.

Our costs comprise coaching salaries, operational expenses and the direct cost for our programmes. Our 2021 finances reflect in part the budget that was prepared at the start of the year but some covid related restrictions did lead to a few changes in our approach and therefore budget.

In 2022 we hope to consolidate and strengthen our work. We anticipate higher staffing costs but also increased income through our Grow Gardeners programmes, statutory funders and Trusts and Foundations. We also hope to start developing more corporate funding relationships in 2022.

The trustees have approved a reserves policy such that we aim to have a minimum of three months of reserves in our bank account at all times.

### **Fundraising activity**

In 2021 we sought to diversify our funding mix to reduce risk and promote sustainability. As detailed below, our income increased significantly between 2020 and 2021.

We would like to specifically thank the following funders who support the work of Grow in 2021:

- Brelms Trust
- Earl Fitzwilliam Trust
- Evan Cornish Foundation
- Foyle Foundation
- Freshgate Trust Foundation
- Freshgate Trust Foundation
- Hedley Foundation
- Imagine Foundation
- J G Graves Trust
- Lennox Hannay Charitable Trust
- LetherSellers Trust
- Network for Social change
- Rank Foundation- Pebbles

- RHS Flourish Award
- Souter Charitable Trust
- South Yorkshire Community Foundation
- The Mayoral Fund (SYCF)
- The South Yorkshire and Bassetlow Green Prescribing Programme (SYCF)
- United Way UK
- Swire Trust
- Wakeham Trust
- Zest Centre

### **Trustees' responsibilities**

The trustees are responsible for preparing the annual report and the accounts in accordance with applicable law and regulations. The law applicable to charities in England & Wales requires the trustees to prepare accounts for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing those accounts, the trustees are required to: select suitable accounting policies and apply them consistently; make judgements and estimates that are reasonable and prudent; state whether applicable UK accounting standards and statements of recommended practice have been followed; prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation. The trustees are responsible for keeping accounting records that disclose with reasonable accuracy the financial position of the charity and enable them to ascertain the financial position of the charity, and which also enable them to ensure that the accounts comply with applicable law, regulations and the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees on 11th July 2022 and signed on their behalf by:

**MR JOHN LOVELL, Chair of Trustees**

Independent examiner's report on the accounts of Grow UK

Accounts for the year ended 31st December 2021  
Charity no 1177035

I report to the trustees on my examination of the accounts for Grow UK.

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011

I report in respect of my examination of the Trust's accounts carried out under s145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under s145 (5)(b) of the Act

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:

the accounting records were not kept in accordance with section 130 of the Charities Act or  
the accounts did not accord with the accounting records or  
the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008  
other than in any requirement that the accounts give a "true and fair" view which is not a matter considered as part of an independent examination.

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



Philip N Burley FCA Date 21st June 2022

Flatt Lodge Roadhead Carlisle CA6 6PH

Grow UK

Statement of Financial Activities for the year ended 31st December 2021

|                                  | Total  | Unrest | Restricted | 2020  |
|----------------------------------|--------|--------|------------|-------|
| Income                           |        |        |            |       |
| Donations                        | 14335  | 14335  |            | 10294 |
| Grants                           | 100359 | 16226  | 84133      | 45572 |
| Events                           | 6184   | 6184   |            | 3444  |
| Grow Gardeners                   | 29099  | 29099  |            | 2945  |
| Potting shed                     | 16305  | 16305  |            |       |
| Gift Aid                         | 1530   | 1530   |            | 1851  |
| Rent and incidentals             | 771    | 771    |            |       |
| HMRC                             | 3866   | 3866   |            |       |
|                                  | 172449 | 88316  | 84133      | 64106 |
| Expenditure                      |        |        |            |       |
| Salaries and pensions            | 121594 | 46231  | 75364      | 28252 |
| Grow Gardeners material expenses | 9000   | 9000   |            | 3331  |
| Potting shed material expenses   | 12936  | 12936  |            |       |
| Cost of events                   | 5095   | 5095   |            | 1182  |
| Direct course costs              |        |        |            | 2149  |
| Rent                             | 2828   | 2828   |            | 3070  |
| Telephone                        | 2784   | 2784   |            | 928   |
| Website and marketing            | 2361   | 2361   |            | 2187  |
| Insurance                        | 488    | 488    |            | 277   |
| Travel                           | 2992   | 2992   |            | 306   |
| Training                         | 1235   |        |            |       |
| Office expenses                  | 890    | 890    |            | 401   |
| Repairs and renewals             | 656    | 656    |            |       |
| Drop-in expenses                 | 503    | 503    |            |       |
| Van leasing charges              | 3901   | 3901   |            |       |
| Sundry expenses                  | 700    | 700    |            | 745   |
| Bank charges                     | 102    | 102    |            | 92    |
| Depreciation                     | 1872   | 1872   |            | 1122  |
|                                  | 169937 | 94573  | 75364      | 40712 |
| Surplus for the year             | 2512   | -6257  | 8769       | 20064 |

Grow UK

Balance Sheet as at 31st December 2021

|                     |       | 2020  |
|---------------------|-------|-------|
| Fixed Assets        | 4847  | 413   |
| Current Assets      |       |       |
| Stock               | 2350  | 2320  |
| Debtors             | 4466  | 2493  |
| Cash at bank        | 28480 | 22680 |
|                     | 35296 | 27493 |
| Current liabilities |       |       |
| Deferred income     | 11120 | 2738  |
| Creditors           | 1343  |       |
|                     | 12463 | 2738  |
| Net current assets  | 22833 | 24755 |
|                     | 27680 | 25168 |
| Represented by      |       |       |
| Accumulated funds   |       |       |
| Unrestricted        | 18911 | 25168 |
| Restricted          | 8769  |       |
|                     | 27680 | 25168 |

The notes overleaf form part of these accounts.

Approved by the trustees and signed on their behalf

## Grow UK

### Notes to the accounts for the year ended 31st December 2021

#### Accumulated fund

|                               |       |
|-------------------------------|-------|
| Balance at 1st January 2021   | 25168 |
| Surplus for the year          | 2512  |
| Balance at 31st December 2021 | 27680 |
| Represented by;               |       |
| Unrestricted fund             | 18911 |
| Restricted fund               | 8769  |

| Fixed Assets          | Cost | Depn bfwd | Charge | cfwd |
|-----------------------|------|-----------|--------|------|
| Fixtures and fittings | 55   | 22        | 11     | 22   |
| Additions             | 1384 |           | 277    | 1107 |
|                       | 1439 | 22        | 288    | 1129 |
| Website               | 1462 | 1462      |        |      |
| Laptops               | 760  | 380       | 380    |      |
| Potting shed          | 3280 |           | 656    | 2624 |
| Grow Gardeners tools  | 1642 |           | 548    | 1094 |
|                       | 8583 | 1864      | 1872   | 4847 |

#### Continuing operations

All income and expenditure derives from continuing activities other than the Government job retention scheme

#### Total recognised gains and losses

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