



Annual Report and Financial Statements for the year ended 30 June 2025



www.growingwell.co.uk

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Reference and administrative details of the charity, its Trustees and advisers for the year ended 30 June 2025

Registered Charity Name	Growing Well Limited
Registered Charity Number	1182018
Company Registration Number	11446092
Registered Office	Low Sizergh Barn Sizergh Kendal Cumbria LA8 8AE
Trustees	Mr J Sharp Chair of Trustees Mrs H Duxbury <i>Resigned 27 August 2025</i> Prof. J Duxbury OBE <i>Appointed 15 October 2024</i> Dr A Simper OBE <i>Appointed 15 October 2024</i> Dr T Watson Mr S Wren
Company Secretary	Mrs M I Smith
Chief Executive Officer	Mrs M I Smith
Auditor	Sayer Vincent LLP 110 Golden Lane London EC1Y 0TG
Bankers	Cooperative Bank PLC PO Box 200 Delf House Southway Skelmersdale WN8 6GH

Message from the Chair of Trustees

Growing Well has made very significant progress towards its goals over the past 12 months and we end the year in a very much stronger position.

We have built our team at all levels, stabilised our financial position and developed new sources of income, at the same time as supporting a greater number of beneficiaries than ever before. None of this would have been possible without the dedicated hard work of all of our people.

Simon Brock stepped down as a Trustee, after 6 years' service, in October 2024. Simon was a very important supporter of the charity and our staff and we are very thankful for all he did.

We welcomed Professor Joy Duxbury and Dr Adrian Simper as Trustees in October 2024. Joy is a Professor of Mental Health at the University of Cumbria and has a history of influencing practice and policy. Adrian had a distinguished career in the nuclear industry, most recently as the NDA's Chief Scientist. He brings invaluable experience and connections to the west Cumbrian communities we serve.

2024-25 also saw a significant strengthening of our senior team.

We welcomed Hannah Walker as Financial Controller. Her financial experience across a range of industries has ensured our controls and management information have been further improved.

Dr Duncan Precious, a Consultant Clinical Psychologist, joined as our therapeutic lead and his work will enable us to continue to improve our services and better assess their impact.

Ed Tallis joined as Head of Development having spent his career largely in the NHS. He will ensure Growing Well works closely and effectively with the NHS to support their mental health priorities.

We end the year having improved our reserves position and generated substantial income. Pleasingly, much of this has been through multi-year grants. This year, for the first time, Growing Well secured funding from the NHS and we will be building on this partnership as a priority.

Growing Well Chair of Trustees Jim Sharp with Sarah Dunning, Chair at Westmorland Ltd and Mary Smith, Growing Well CEO, at the launch of the new tree nursery at the Tebay site, July 2025.

We were also delighted to open our new tree nursery at our Tebay site in July 2025. This was made possible by the generosity of a number of donors, in particular The Westmorland Family, who have supported us in so many ways over the years, not least through multi-year financial support and making the land available for the site.

The tree nursery will be a valuable source of additional earned income and will support landscape restoration projects across the region, in particular in partnership with The Cumbria Wildlife Trust.

Our short term focus is now to maximise the impact of each site by growing referral numbers and continuing to assess the impact of our services. We will focus on growing our income and diversifying income sources.

All the evidence we have demonstrates just how effective our model is. It is also squarely aligned with the NHS's 10-year plan to move mental health services from hospitals to the community.

We believe more than ever that Growing Well should (and could) flourish in any community wishing to invest in it.

Jim Sharp
Chair of Trustees



Strategic Review

Our purpose, aims and objectives

Purpose:

Our charity's purposes, as set out in the company's memorandum and articles of association, are to:

Relieve the needs of people with disabilities and /or suffering from mental ill health, for public benefit, by providing

- Supported employment and training
- Education and training in horticultural knowledge and related subjects
- Support to enable beneficiaries (core volunteers) to manage their mental health and reduce their reliance on health services

As a result of significant work already undertaken on our income generation model and value proposition during 2024-25, we plan to introduce updates to some of our core statements in line with our evolving direction. These will be updated in consultation with our wide stakeholder audiences, including beneficiaries, funders, commissioners, marketing and communications experts, plus the staff and Trustees of our charity.

These statements fundamentally represent our purpose, which has not changed significantly but has improved, advanced and achieved tighter focus since they were last drafted. They are critical in the explanation of our work. They are cornerstone engagement tools for our income generation function and are crucial in the clear inducting of new staff. Our charitable objects will therefore be updated, formally, and presented in our next annual report.

Strategic aims and objectives:

We review our aims, objectives and activities each year. This review looks at the success of each key activity and the benefits they have brought to those people taking part. The review helps us ensure we remain focussed on our stated purposes.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit and are satisfied that the aims and objectives of the Charity and the activities reported on in this annual report to achieve those aims meet all requirements.



Volunteer in the polytunnels at our Low Sizergh site



Our activities, performance and achievements

This section details our activities and achievements during the year to June 30 2025, with specific reference to the strategic aims outlined in our previous annual report.

As at 30 June 2025 we are at the start of our final year of our three-year plan to achieve proven, replicable, therapeutic and business models (2023–26), prioritising financial stability and evidence of efficacy.

Model

- *Further advancement of our therapeutic model, working with Clinical Psychologists and Clinical Psychology PhD students to map our therapeutic activity and mental health support against recognised and evidence-based psychosocial interventions*

We have made significant steps forward with our therapeutic model during the three-year period and have used the past financial year to further invest in, and professionalise, our model.

In September 2024, we welcomed Dr Duncan Precious, Consultant Clinical Psychologist, to our team. As Growing Well's dedicated Therapeutic Lead, Duncan is the arbitrator of our model and leads on clinical governance systems pertaining to our work. This includes the creation and delivery of bespoke, environment-specific training, development and supervision support for our staff teams across all three sites.

Duncan's strategic input is concerned with how and why we interrogate our data sets to best understand our impact and ensure consistent best practice in both delivery and data harvesting across the organisation. As such, he has recruited a voluntary workforce of PhD students and skilled volunteers from The University of Lancaster, The University of Cumbria and our local communities, to advance the pace and capability of our work in this area.

Impact

- *Strengthening and further professionalising our datasets with the support of prestigious academic partners including Lancaster University*

Following on from the above, we have been fortunate in securing a regular, ongoing rhythm of PhD resource via the University of Lancaster. Students are tasked with a number of qualitative and quantitative research and support projects, including data analysis, service evaluation and the crafting of evidence-led proposals, which have led to significant statutory funding opportunities for our charity.

Income

- *Attracting strong national and local investment to achieve better financial sustainability and build back our reserves by:*
 - *Responding to statutory research and commissioning priorities and call outs, leveraging our professional expertise and data sets to secure funding for the work we already do to support the burden on NHS mental health services*
 - *Further development of diversified income streams to include:*
 - *occupational health support for corporate workforces*
 - *a new earned income stream in tree propagation (Tebay)*

After a challenging 2023–24, we are pleased to report a much-improved income generation picture for the financial year 2024–25.

Growing Well, by leveraging new communications tools, evidence of impact, professionalised systems, governance and growing reputation in Cumbria and beyond, has managed to secure a number of high profile, multi-year funding opportunities. Further, we have made excellent early progress in diversifying (and thereby safeguarding) our income mix.

In October 2024, Growing Well was awarded significant grant funding (£100k) from the North East and North Cumbria Integrated Care Board, in support of our mental health intervention in North and West Cumbria (delivered at our Tebay and Egremont sites). In particular, we were tasked with supporting our local NHS Trust (Cumbria, Northumberland, Tyne and Wear) to reduce their heavily burdened Community Treatment Team waiting lists, and support people to access help at Growing Well as soon as possible.

In Spring 2025, it was announced that our five-year, partnership bid to The National Lottery Community Fund with other Cumbrian charities and statutory services had been successful. This initiative will see Growing Well's Tebay and Egremont sites act as community triage hubs where other agencies can meet their clients and patients, refer them directly into Growing Well and/or find and signpost other support for individuals in need.

In July 2025, we secured a second NHS contract to support individuals signed off work on their first or second fit note. This programme, called "Work Well", launched in October 2025 and will deliver a 12–16-week pathway of support to people whose goal it is to return to work. It will be delivered in partnership with 5 other support organisations and is being led by Cumbria Health, a local social enterprise.

Our activities, performance and achievements

We strengthened our income generation team this year, with the introduction of three new roles. Ed Tallis, a former Integrated Care Board Director, joined our Senior Leadership Team as Head of Business Development.

This appointment sets a clear strategic intention to pursue and secure statutory contacts and networks, and further establish our work as not just charitable, but as a vital community service in Cumbria. Ed has recruited two further staff to concentrate on trusts and foundations, and community and corporate fundraising, respectively.

Our trusts and foundations income still represents a significant proportion of our income for the years ahead, especially now that several, multi-year contracts have been awarded. However, work is already underway to become more targeted and specific in our approach in this area, and to engage other avenues of income that we have not previously had the resource to address.

Priority areas of focus include the development of occupational health pathways working with local employers. This is being developed by our Therapeutic Lead and Head of Business Development, and piloted with key corporate partners, including the Nuclear Decommissioning Authority (NDA) and Westmorland Ltd.

Our tree propagation at Tebay scheme achieved significant financial backing from a number of prestigious grant funders (National Lottery Heritage Fund, Scottish Power Foundation, Liontrust Foundation and a Tree Production Capital Grant via the Department for Environment, Food and Rural Affairs (DEFRA).

Work began on the project in the Winter of 2024 and by Spring, our beneficiaries, volunteers and staff had already constructed a polytunnel and sown over 25,000 native seeds.

Early customers include Cumbria Wildlife Trust, who will procure a significant number of our saplings for a pioneering nature recovery project on Skiddaw, an iconic Lakeland mountain. We were proud to host an official launch of this project at the start of July 2025 and we are confident we have created a wonderful new beneficiary activity, as well as a secure and substantial new income stream.

Governance

- *In 2024-25, we have appointed two new Trustees, who will prioritise:*
 - *Mental health research and practice excellence*
 - *West Cumbrian business and community networks*
 - *Continuing to work towards our Trauma-Informed Quality Mark*

In the Autumn of 2024 we were delighted to welcome Prof. Joy Duxbury OBE and Dr Adrian Simper OBE to our Board of Trustees.

Joy holds the role of Professor of Mental Health at the University of Cumbria and has already supported our Therapeutic Lead to create a new avenue of resource and support for our research and impact work, via the University of Cumbria. Joy is extremely experienced in, and passionate about, governance in mental health, and the championing of safe, professional, community-based interventions.

Adrian, formerly the Director of Strategy for the NDA, and national mental health lead for the NDA group, is supporting our Senior Leadership Team with insight around corporate structures and income generation, plus occupational health pathways.

Positioning

- *Investing resource in making closer links with NHS and commissioning routes, responding to their needs and explaining how we already respond to gaps in their services.*
- *Developing a strong value proposition for each of our unique stakeholder audiences (to include beneficiaries, fruit and veg customers, funders and commissioners, supporters and donors), which will include:*
 - *Website improvements*
 - *Brand guidelines and updated marketing material*

As well as the appointment of a highly experienced Head of Business Development with significant statutory commissioning experience, we have continued to develop and improve our outreach and reporting collateral to articulate and demonstrate our work.

In December 2024, we produced and published our first annual impact report, highlighting key data, evidence of efficacy and beneficiary testimonials in support of our approach.

A further-updated logic model is included in this report and can be seen on page 10.

*Volunteers helping at the new 'treebay' tree nursery
at Growing Well's Tebay site*



Our activities, performance and achievements

Growing Well Logic Model (updated June 2025)

Needs	Activities	Change Mechanisms	Outcomes	Impact
Mental ill health	Psychology-led and evidence-based mental health support	An environment of safety and belonging	A reduction in recurrent mental and physical health symptoms	Improved population mental and physical health
Previous trauma	1:1 psycho-social interventions	Greater access to green space, nature and physical activity	Increased wellbeing	Reduced pressure on primary and secondary care services
Difficulty maintaining daily functioning and structure	Goals-based approach	Positive challenge through structured goal setting	Increased confidence and self-worth	Improved economic activity
Social isolation and loneliness	Structured, commercial growing activities in teams	Re-building of routine	Increased resilience	A stronger, more connected community
Unemployment / sickness absence	Development of practical, horticultural, work and life skills	Working alongside others on collaborative tasks	Empowerment and agency	
Co-occurring physical health conditions	Support to access community networks	Engaging in purposeful, commercial activities with tangible results	Social inclusion	
	Signposting to specialist services	Regular recognition of individual contributions	Increased skills for work and life	
	Structured and supported exit planning to empower continued development	Feeling ready for the next challenge (e.g. employment)	Improved community networks and support	

This financial year, we completed a value proposition exercise with external agency, Altogether Creative, and expanded on this work with Dr Alex Evans, a community consultant.

We used our improved, targeted and specific narratives to advance conversations with key stakeholders in each area of the operation. This work has been well received by our internal and external audiences, alike.

We are confident that this work has had a direct influence on both the tightening up of referral pathways (referrer understanding) and on our income generation success.

We have also completed a brand refresh and a review/improvement of our marketing material.

A brand guidelines document has been created for the organisation and our new website, designed and built by Neil Bowness at Turnwheel, will launch in Winter 2025.



Previous and new Growing Well logo

Financial review

2024/25 has been another year of growth for Growing Well, overall income increased by £315.1k (28%) in comparison to 2023/24.

Whilst Growing Well has previously acknowledged the need to diversify its income streams and recognised the risks around being dependant on grant funding, the majority of the growth, £265.5k, has been in grant funding.

This is largely due to securing various grant funders who support the new tree propagation project at Tebay. £181.9k of revenue grants were received in the year to support this as well as £39.6k of capital grants. This funding has enabled the establishment of the tree nursery from which we will begin to generate sapling sales from in the winter of 2025/26, a new alternative income source for the charity.

The year has also seen an increase in crop sales of £38.8k (48%) due to all three sites being fully operational for the 12 months.

As all sites were operational for the 12 months there has been an increase in direct costs of charitable operations of £119.5k (16%). With the creation of new central roles in the charity and a strengthening of the income generation team, costs in relation to the fundraising and support functions have also increased. Overall expenditure has increased by £224.3k (24%).

Income was in excess of expenditure in the year which has allowed the charity to generate a net surplus of £302.2k.

Reserves

In the year a prior year adjustment has been recognised in respect of 2023/24 and restricted expenditure.

Restricted grant income for the Egremont site received in 2023/24 was reviewed against restricted spend in the period, it was found that 73.5k of expenditure had been shown to be funded from unrestricted funds in 2023/24 when it was funded from restricted funds. The effect of the prior year adjustment is that brought forward unrestricted reserves at 1 July 2024 have increased by £73.5k to £131.6k. Further information can be found in Note 24 of the accounts.

£136.8k of unrestricted reserves to be generated in the year, total carry forward unrestricted reserves at 30 June 2025 are £268.4k.

Trustees have agreed a policy which has set the goal for unrestricted reserves to be a minimum of three months of expenditure. One month's expenditure is set at £122.8k, meaning that although progress has been made in the year to increase unrestricted reserves, the charity is still below its agreed minimum level of unrestricted reserves.

Liquidity and treasury management

The cash position at 30 June 2025 was £461.8k a significant increase on the balance at 30 June 2024 of £76.0k. The increase was due to various large grant receipts being received in the final quarter of 2024/25 some of which cover funding periods up to 12 months in advance.

With an increased cash balance the senior leadership team and Trustees will continually review cash flow forecasts to ensure that return can be maximised from deposit accounts.

Going Concern

The Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future.

Our impact

Individuals supported

Kendal	256
Tebay	171
West Cumbria	158

2023/24:

Kendal 293; Tebay 219;
West Cumbria 40

Average attendance

Kendal	69%
Tebay	61%
West Cumbria	52%

2023/24:

Kendal 67%; Tebay 68%;
West Cumbria 67%

Individuals engaged 6+ weeks

Kendal	81
Tebay	75
West Cumbria	72

2023/24:

Kendal 98; Tebay 99;
West Cumbria 19

Over 2,200 additional day visitors

Non-mental health/
general population health
visits to our sites, benefiting
from our expertise in
horticulture and mental
health.

Therapeutic days delivered

Kendal	193
Tebay	188
West Cumbria	169

2023/24:

Kendal 190; Tebay 182;
West Cumbria 18

Individual attendance to day service

Kendal	1,444
Tebay	1,156
West Cumbria	995

2023/24:

Kendal 1,337; Tebay 990;
West Cumbria 56

Crop Share boxes distributed to local community

Kendal	3,615
West Cumbria	2,107

2023/24:

Kendal 3,477; West Cumbria nil
Minimum of 8 items per Crop Share box

96% of beneficiaries say that coming to Growing Well has had a positive effect on their mental health

99% felt safe and secure at Growing Well

98% felt valued and accepted at Growing Well

95% felt challenged in a positive way whilst at Growing Well

93% felt more physically active as a result of coming to Growing Well

96% felt a greater sense of purpose as a result of coming to Growing Well

98% reported learning and developing more transferable skills at Growing Well

99% felt more socially included as result of coming to Growing Well

100% felt part of a team whilst at Growing Well

Gender split of beneficiaries

Male	52%
Female	46%
Non-binary	2%

2023/24:
Male 55%; Female 44%;
Non-binary 1%

5,953 hot, healthy, meals provided to beneficiaries

2023/24: 5,302

Over 225,500 seedlings produced

2023/24: 100,000

Over 25,000 tree saplings

2023/24: nil

Age demographic

18-30	25%
31-50	37%
51-70	36%
71+	2%

2023/24:
18-30 27%; 31-50 28%;
51-70 38%; 71+ 7%



Photo © Daniel Hambury/Stella Pictures

Quotes from beneficiaries

“There is an overarching feeling of family and safety and growing up. I feel GW routine and structure and social create an environment where good mental and emotional health is role modelled in many ways by the staff and volunteers. Support personally and collectively makes it possible to watch myself and others grow.”

“Feeling like you can learn something new, carry out tasks, be part of a team and develop a sense of self-worth again. Meaningful connections to being part of a team and interacting generally with people. I laugh so much now!”

“It has made a huge difference in my life. I feel it has become a “healthy anchor”, a base to come back to each week. It has helped stabilise my emotions and ground me.”

“Increased independence and responsibility is helping me work towards a life with more independence and ability to care for myself.”

“I can feel myself experiencing happiness again, I’m unfreezing. Also connecting to my emotions again. I feel like I do have a potential future now, so GW has made a huge difference to my life.”

“Everyone I know has seen the impact and I can feel it. Confidence, purpose, belonging. You have nurtured all of that in me and I will be forever grateful. It has given me the tools I need to apply this to other aspects of my life, personally and professionally.”

“It has helped me to be more confident in myself and my abilities and has given me the resources to deal when I’m having a bad time mentally.”

“It takes me out of circular and unhelpful thoughts that go round in my head and is mindful practice in action. Also has restored some of my confidence that I have something to contribute so I can directly apply that to other aspects of my life and helps me visualise a happier future. It has reminded me to be hopeful and happy.”

“My confidence and sense of purpose and belonging have definitely improved so much from being here. I have become physically and mentally fitter and inspired to engage more in life. Have managed to secure paid work, thank you.”

“Having medium to long term goals makes it easier to deal with off days. Seeing things grow to harvest puts more focus on long/medium rewards and value of not giving up. Learning new things/meeting new people improves cognitive function.”

Our supporters

“North Cumbria Local Delivery Team supports Growing Well’s innovative approach in providing a therapeutic horticultural environment, which are demonstrating a positive impact in the mental health recovery journey for many individuals.

Initiatives like these are vital and provide an alternative service for people experiencing mental health problems in the community.”

Tania Desborough, Strategic Head of Commissioning

North Cumbria Local Delivery Team, NHS North East and North Cumbria Integrated Care Board

“Our partnership with Growing Well is an incredibly exciting opportunity for people within North Cumbria to access highly effective, evidence-based interventions that support their well-being and build an on-going focus and interest.

We are incredibly proud to be working with Growing Well to offer people experiencing mental health needs a different and highly innovative approach.

Their model and person-centred approach has already changed the lives of many people accessing the service and offers real hope and opportunity. I look forward to our ongoing partnership and bringing new ways to support people living well with mental health needs”

David Storm, Associate Director

*Access & Community Clinical Business Unit
North Cumbria Locality Care Group*

“Growing Well brings the NHS 10 year plan to life, offering a preventative, person-centred and community-based approach that builds resilience and supports people to recover and thrive. It’s exactly the kind of model we need more of.”

Adam Crampsie, Chief Executive

Everyturn Mental Health

“It’s been a pleasure this year to work with an organisation this ambitious and enterprising. Across the UK, they are one of the only organisations who have been able to scale up to meet increasing mental health challenges across communities, even in the context of a worsening economic environment.

Alongside the depth of Growing Well’s impact on people’s lives and their community, I’ve been amazed by their sheer determination, creativity, and will to reach the people who need them most.”

Dr Alex Evans

Alex Evans Community Consulting

”

Our funders

Major Funders (£25,000 or more)

Copeland Community Fund
Cumberland Council
Garfield Weston Foundation
Liontrust Foundation
NHS North East & North Cumbria
Integrated Care Board

ScottishPower Foundation
The Henry Smith Charity
The Mary Kinross Charitable Trust
The National Lottery Community Fund
The National Lottery Heritage Fund
Westmorland & Furness Council

Large Grants (£5,000 or more)

CRH Charitable Trust
Cumbria Community Foundation
- Pappagallino Fund
Cumbria Community Foundation
- South Lakeland & Eden
Cumbria Community Foundation
- UK Shared Prosperity Fund 2024
Cumbria Community Foundation
- Westmorland Community Fund
Forestry Commission

Nuclear Decommissioning Authority
Sir John Fisher Foundation
The Big Give Trust Ltd
The David Snowdon Trust
The Frieda Scott Charitable Trust
The Hadfield Charitable Trust
The Lennox Hannay Charitable Trust
The Roselands Trust

Grants – £1,000 to £5,000

Beacon Lodge – Masonic Charitable Foundation
Cockermouth Rotary Club Charitable Trust
Cumbria CVS – South Cumbria MH
Partnerships Project
Francis C Scott Charitable Trust
Kendal & District Lions Club
Kendal Town Council
Lupton Tower Trust
Masonic Charitable Foundation
Moto in the Community Trust

Provincial Grand Lodge of Cumberland
& Westmorland Freemasons
The DJ Sidebottom / Glasdon Charitable
Programme
The Heathside Charitable Trust
The N Smith Charitable Settlement
The Noble Charitable Trust
The Rotary Club of Whitehaven Castle
The Tula Trust Limited
Yorkshire Building Society Charitable Foundation

Smaller grants or community organisation donations up to £1,000

Bryan Lancaster Trust
Co-op Community Fund
Cumbria Gardens Trust
Cumbria Soaring Club
Duchy of Lancaster Benevolent Fund
Futureproof Cumbria
3R Foundation

Mrs F B Laurence's Charitable Trust
Penrith Town Council
Scottish Midland Co-operative Society Limited
Skipton Building Society Charitable Foundation
Tesco Community Grants
The John Ashlin Cutforth Charitable Trust
The Proven Family Trust

Corporate supporters

Amentum Enterprise Asset Solutions Construction Limited (formerly Jacobs Stobbarts Limited)

Apogee Corporation Limited

Archipelago Choice Limited

Beetham Nurseries Limited

Better Bodies (Workington)

E.H. Booth & Co., Limited

Center Parcs Limited – Whinell Forest

Coley Cottages

Cumberland Building Society

David Kneale Financial Management Ltd

Delkia Limited

Fell Brewery Limited

Gen2 Engineering & Technology Training Limited

Ginger Bakers (Kendal) Ltd

H&H Group PLC

Hawkshead Relish Company Limited

Hutchinson Engineering Limited

John Jordan Limited

KE Adventure Travel Ltd

Laverock Hampers

Lovingly Artisan Limited

Lyon Equipment Limited

O'Connor Fencing Limited

Orton Fells Farmer Cluster CIC

Pennington's Tea & Coffee Ltd

Pure Lakes Skincare Limited

R.A.F General Engineering Ltd

Red Bank Coffee Roasters Limited

Sellafield Limited

Smurfit Westrock

The Floralistas

Thomson Hayton Winkley Limited

Virgin Wines UK PLC

Westmorland Limited

William King Construction Ltd

Pricking-out and planting-on seedlings in the polytunnels at Growing Well's Tebay site

“Allowing you to be able to try new things without being judged. It has also allowed me to do things that are far away from what I am used to, a big change for me and make me look at things in a different way, from engineering to seeing things grow naturally.”

Growing Well beneficiary, 2025

Our future

Next financial year (2025-26), we're making solid commitments to the following actions, which represent a continuation of the work committed in our 2023-26 plan. They are currently formatted as per our 2023-26 strategy, under the pillars:

- Model
- Impact
- Positioning
- Income
- Governance

Model

- Clinical Psychologist to formalise therapeutic pathways (including the core service and a fast track occupational health pathway) and align our work with key accredited bodies.
- Clinical psychologist to professionalise staff training and supervision approach.

Impact

- PhD researchers to interrogate, peer review and publish our data sets across all three sites.
- Commission expert support to understand and articulate our economic impact/social value.
- Commission expert support to understand and articulate our environmental impact.
- Establish and publish an annual impact report for use in developing NHS commissioning relationships and to support other funding streams.

Positioning

- Clarify our value proposition(s) to establish different "customer" audiences and our communication approach with each.
- Establishment of clear brand guidelines for consistency and clarity in all our work.
- Full review and overhaul of our brand, including a significant update of our website to reflect our three-site model, generate income and showcase our impact.

Income

- Create an income generation strategy that is fit for purpose and acknowledges our continued need for significant grant funding but introduces new/ diversified funding streams relevant to each site and the group as a whole, prioritising unrestricted funds (as a means to grow reserves).^[1]
- Revisit the corporate structure to facilitate internal management of funds and facilitate a variety of options for future expansion.
- Dedicate senior resource to the development of NHS Commissioning relationships.
- Dedicate senior resource to the development of Nuclear Supply Chain relationships – occupational health and supplier income routes.
- Earned income project: tree propagation at Tebay – create business plan, develop and launch.


^[1] This is our greatest priority activity during the period.

Governance

- Agree staff structure, prioritising the growth and strengthening of the Senior Leadership Team.
- Address and agree Growing Well remuneration structure and commission expert support to develop a formal appraisal system
- Uphold expert-led Board working groups (Finance and Therapeutic) and create KPI score cards for Board reporting purposes
- Implement clear Board structure and accountabilities, including key roles (and job descriptions), appraisal process and skills gap reviews

We've also decided – as a cross-cutting theme – to continue our exploration of further expansion and replication potential (both geographically and as a service). Our Senior Leadership Team is working on criteria for any growth or replication, aligned with our mission.

This annual report of accounts will confirm that much of the above work is already underway, however, a large proportion still needs embedding operationally, as part of our continued commitment to consolidating our business and operating models.



Paul Cambre, Growing Well Head of Horticulture, leading tree seed collection at Chapel Farm near Tebay with volunteers

Future strategy

As Growing Well is entering its final year of the 2023-26 strategy, we wish to maintain momentum by rolling this on and setting out our plans for the financial years 2025-28 to reflect the pace of change we have experienced in our organisation within the charity sector and across the wider economy.

We propose some fundamental changes to our value proposition, starting with our charitable objects and extending to our vision and mission statements, and our logic model. The aim of these changes is to make clear our purpose and to ensure tangible, measurable outcomes.

We will reposition our priority work areas:

- Model
- Impact
- Positioning
- Income
- Governance

and instead, consider, prioritise and appraise all work undertaken by Growing Well under three pillars:

1. Charity
2. Service
3. Enterprise

Our priority for the next three years is Pillar 2: Our Service. We'll continue to formalise the quality and professionalism of our service delivery. We'll prioritise growing the number of referrals made to each site, such that each is delivering at a capacity of 300 beneficiaries per year. We'll work to convert our income model from solely fundraising to payment for professional services rendered, achieving market rates (or above) for the vital work we do.

This will support a new income generation approach, where we'll work towards lessening our reliance on trusts and foundations, reducing financial risk and securing sustainable funding streams. In turn, additional unrestricted income from selling our service will allow us to continue to grow our reserves and further explore our growth and replication aspirations.

Staff retention, development and training are a key to the success of this new strategy.

Structure, governance and management

Growing Well Limited is a company limited by guarantee (company number 11446092) and is a registered charity (charity number 1182018) governed by its Memorandum and Articles of Association.

The Trustees constitute Directors of the Charity for the purposes of company law.

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of Articles.

The Board of Trustees meets quarterly but delegates the daily running to the Chief Executive Officer.

A number of working groups, involving Trustees and staff, exist to aid discussion and problem solving in different aspects of the charity's operations. These groups report back to the main Board with any recommendations.

Risk management

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finances of the Charity and are satisfied the systems and procedures are in place to mitigate exposure to the major risks.

The Trustee Board is sensitive to potential risks to which the Charity may be exposed. The principal risks currently identified are:

1. Succession of key roles

Mitigation:

- Strengthening of Senior Leadership team with clear schemes of delegation

2. Sustainable funding model not achieved

Mitigation:

- Fundraising diversification
- Investment in key skills to support income generation and diversification



Responsibilities of the Trustees

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006.

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.

Each of the persons who is a Trustee at the date of approval of this report confirms that:

- So far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- They have taken all steps that they ought to have taken as a Trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Sayer Vincent LLP were appointed as auditors of the charity and a resolution proposing that the firm be reappointed as auditor of the company in accordance with section 487 of the Companies Act 2006 was agreed at 1 December 2025 Board meeting.

Small Company Provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

Approved by order of the members of the Board of Trustees on 1 December 2025 and signed on their behalf by:

Mr J Sharp
Chair of Trustees



**I love being part of a team,
where I can relate to and
enjoy the company of others,
volunteers and staff. I love the
feeling of everyone enjoying
the outdoors, getting mucky,
everyone contributing what
they can – true community.**

Growing Well beneficiary, 2025

Auditor's Report

Independent auditor's report to the members of Growing Well Limited

Opinion

We have audited the financial statements of Growing Well Limited (the 'charitable company') for the year ended 30 June 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 30 June 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended.
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of Opinion

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

Conclusions Relating to Going Concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Growing Well Limited's ability to continue as a going concern for a period of at least

twelve months from when the financial statements are authorised for issue.

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

Other Information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the Trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report on by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' annual report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

Auditor's Report

Independent auditor's report to the members of Growing Well Limited

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of Trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or

The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities set out in the Trustees' annual report, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined

above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

- In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:
 - We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Judith Miller (Senior Statutory Auditor)

4th December 2025

for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, London, EC1Y 0TG

Statement of Financial Activities

(Incorporating Income and Expenditure Account) for the Year Ended 30 June 2025

	Note	Unrestricted funds £	Restricted funds £	Fixed asset fund £	Total funds 2025 £
Income from:					
Donations and grants	3	624,990	612,546	62,214	1,299,750
Charitable activities	4	122,745	-	-	122,745
Other trading activities	5	23,573	-	-	23,573
Investments	6	5,705	-	-	5,705
Other	7	-	-	-	-
Total income		777,013	612,546	62,214	1,451,773
Expenditure on:					
Raising funds	8	101,916	3,261	-	105,177
Charitable activities	9	528,592	421,363	94,425	1,044,380
Total expenditure		630,508	424,624	94,425	1,149,557
Net income/(expenditure)		146,505	187,922	(32,211)	302,216
Transfers between funds	20	(9,702)	(2,507)	12,209	-
Net movement in funds		136,803	185,415	(20,002)	302,216
Reconciliation of funds:					
Total funds brought forward		131,561	53,745	327,962	513,268
Net movement in funds		136,803	185,415	(20,002)	302,216
Total funds carried forward		268,364	239,160	307,960	815,484

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

The notes on pages 32 to 45 form part of these financial statements.

Statement of Financial Activities

(Incorporating Income and Expenditure Account) for the Year Ended 30 June 2024

	Restated as per Note 24			
	Unrestricted funds £	Restricted funds £	Fixed asset fund £	Total funds 2024 £
<i>Income from:</i>				
Donations and grants	371,649	436,183	226,393	1,034,225
Charitable activities	86,780	-	-	86,780
Other trading activities	10,650	-	-	10,650
Investments	158	-	-	158
Other	4,908	-	-	4,908
Total income	474,145	436,183	226,393	1,136,721
<i>Expenditure on:</i>				
Raising funds	90,401	-	-	90,401
Charitable activities	313,496	447,677	73,702	834,875
Total expenditure	403,897	447,677	73,702	925,276
Net income/(expenditure)	70,248	(11,494)	152,691	211,445
Transfers between funds	42,230	-	(42,230)	-
Net movement in funds	112,478	(11,494)	110,461	211,445
<i>Reconciliation of funds:</i>				
Total funds brought forward	19,083	65,239	217,501	301,823
Net movement in funds	112,478	(11,494)	110,461	211,445
Total funds carried forward	131,561	53,745	327,962	513,268

Balance sheet

for the Year Ended 30 June 2025

			Restated as per Note 24	
	Note	2025 £		2024 £
Fixed Assets				
Tangible assets	14	302,359		326,376
		302,359		326,376
Current Assets				
Debtors	15	125,183	162,116	
Cash at bank and in hand		461,777	75,965	
		586,960	238,081	
Creditors: amounts falling due within one year	16	(73,835)	(51,189)	
		513,125		186,892
Net Current Assets				
		815,484		513,268
Total Assets less Current Liabilities				
		815,484		513,268
Net Assets				
Charity funds				
Restricted funds	20	239,160	53,745	
Fixed asset fund	20	307,960	327,962	
Total restricted funds	20	547,120		381,707
Unrestricted funds	20	268,364		131,561
Total funds		815,484		513,268

The Trustees have determined that an audit is required under Section 144 of the Charities Act 2011 in accordance with Section 475 of the Companies Act 2006. As such, these financial statements have been audited by an independent auditor as required by law.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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

Mr J E Sharp
Chair of Trustees

Growing Well Limited
Company Number: 11446092
Date: 1 December 2025

The notes on pages 32 to 45 form part of these financial statements.

Statement of cash flows

for the Year Ended 30 June 2025

		2025	Restated as per Note 24	2024
	Note	£		£
Cash flows from operating activities				
Net cash provided by (used in) operating activities	24	<u>450,515</u>		<u>199,585</u>
Cash flows from investing activities				
Bank interest received		5,705		158
Proceeds from sale of fixed assets		-		7,000
Purchase of fixed assets		<u>(70,408)</u>		<u>(236,812)</u>
Net cash provided by (used in)		<u>(64,703)</u>		<u>(229,654)</u>
Cash flows from financing activities				
Net cash provided by (used in) financing activities		-		-
Net increase/(decrease) in cash and cash equivalents				
		<u>385,812</u>		<u>(30,069)</u>
Cash and cash equivalents at beginning of year		<u>75,965</u>		<u>106,034</u>
Cash and cash equivalents at end of year		<u>461,777</u>		<u>75,965</u>

Notes to the Financial Statements

1. General information

Growing Well Limited is a charitable company, limited by guarantee, incorporated in England and Wales under the Companies Act 2006.

The address of the registered office is Low Sizergh Farm, Sizergh, Kendal, Cumbria, LA8 8AE.

The charitable company meets the definition of a public benefit entity under FRS 102.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Growing Well Limited meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Trustees assess annually whether the use of the going concern basis of accounts preparation is appropriate and consider any material uncertainties that exist relating to events and conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

The Trustees consider that there are no material uncertainties and so conclude that the charity has adequate resources to continue in operational existence for the foreseeable future and therefore continue to adopt the going concern basis of accounting.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet.

Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

2.4 Donated services

As the value of service provided to the charity by volunteers cannot be quantified, they have not been included in these accounts.

2.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity.

The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

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

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

2.6 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using both the straight line and the reducing balance method. Depreciation is provided on the following bases:

Short-term leasehold property improvements	5 years straight line
Plant and machinery	5 years straight line or 25% reducing balance
Motor vehicles	25% reducing balance
Fixtures and fittings	3 years straight line
Office equipment	3 years straight line

2.8 Debtors

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

2.9 Cash at bank and in hand

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

2.10 Liabilities and provisions

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

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

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability.

The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.11 Financial instruments

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

2.12 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

2.13 Pensions

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

2.14 Fund accounting

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

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

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

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

2.15 Critical accounting estimates and judgements

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant Judgements and Key Sources of Estimation Uncertainty

The most significant judgement made in applying the accounting policies is the determination of whether there are indicators of impairment on the tangible fixed assets. Factors taken into consideration include the economic viability and expected future financial performance of the assets.

Tangible fixed assets are depreciated over their useful economic life taking into account their residual values. Actual lives of assets and residual values are assessed annually, in re-assessing asset lives factors such as technological innovation and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal value.

3. Income from donations and grants

	Unrestricted funds £	Restricted funds £	Fixed asset fund £	Total funds 2025 £	Unrestricted funds £	Restricted funds £	Fixed asset fund £	Total funds 2024 £
Donations and legacies	203,517	1,831	-	205,348	146,919	11,500	-	158,419
Grants	421,473	610,715	62,214	1,094,402	224,730	424,683	226,393	875,806
Total	624,990	612,546	62,214	1,299,750	371,649	436,183	226,393	1,034,225

Analysis of grant income	Unrestricted funds £	Restricted funds £	Fixed asset fund £	Total funds 2025 £	Unrestricted funds £	Restricted funds £	Fixed asset fund £	Total funds 2024 £
Growing	-	18,525	-	18,525	-	6,000	-	6,000
Volunteer support	-	544,301	-	544,301	-	397,114	-	397,114
Catering	-	2,600	-	2,600	-	4,200	-	4,200
Business development	-	4,000	-	4,000	-	7,667	-	7,667
Subsidised Crop Share	-	33,605	-	33,605	-	-	-	-
Other grant income	421,473	7,684	-	429,157	224,730	9,702	-	234,432
Capital funding	-	-	62,214	62,214	-	-	226,393	226,393
Total	421,473	610,715	62,214	1,094,402	224,730	424,683	226,393	875,806

4. Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total funds 2025 £	Unrestricted funds £	Restricted funds £	Total funds 2024 £
Fees from engagement activities	2,987	-	2,987	5,833	-	5,833
Growing retail - Crop Share	75,477	-	75,477	47,314	-	47,314
Growing wholesale	44,281	-	44,281	33,633	-	33,633
Total	122,745	-	122,745	86,780	-	86,780

5. Income from other trading activities

Income from non-charitable trading activities

	Unrestricted funds £	Restricted funds £	Total funds 2025 £
Other trading activity income	21,730	-	21,730
Fundraising events	1,843	-	1,843
Total	23,573	-	23,573

Unrestricted funds £	Restricted funds £	Total funds 2024 £
7,946	-	7,946
2,704	-	2,704
10,650	-	10,650

6. Investment income

	Unrestricted funds £	Restricted funds £	Total funds 2025 £
Investment income	5,705	-	5,705

Unrestricted funds £	Restricted funds £	Total funds 2024 £
158	-	158

7. Other income

	Unrestricted funds £	Restricted funds £	Total funds 2025 £
Gain on sales of assets	-	-	-

Unrestricted funds £	Restricted funds £	Total funds 2024 £
4,908	-	4,908

8. Expenditure on raising funds

Income from non-charitable trading activities

	Unrestricted funds £	Restricted funds £	Total funds 2025 £
Event costs	557	1,213	1,770
Other fundraising costs	6,214	2,048	8,262
Staff costs	95,145	-	95,145
Total	101,916	3,261	105,177

Unrestricted funds £	Restricted funds £	Total funds 2024 £
561	-	561
3,654	-	3,654
86,186	-	86,186
90,401	-	90,401

9. Analysis of expenditure on charitable activities

Summary by fund type

					<i>Restated as per Note 24</i>			
					<i>Unrestricted funds</i>	<i>Restricted funds</i>	<i>Total funds</i>	
					<i>£</i>	<i>£</i>	<i>2025</i>	<i>2024</i>
					<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
Charitable operations					623,017	421,363	1,044,380	377,254
								447,677
								834,875
Summary by expenditure type	Staff costs	Depreciation	Other costs	Total funds 2025	Staff costs	Depreciation	Other costs	Total funds 2024
	£	£	£	£	£	£	£	£
Charitable operations	669,937	94,425	280,018	1,044,380	527,735	73,702	233,438	834,875

10. Analysis of expenditure by activities

				<i>Activities undertaken directly</i>	<i>Support costs</i>	<i>Total funds 2025</i>	<i>Activities undertaken directly</i>	<i>Support costs</i>	<i>Total funds 2024</i>
				<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
Charitable operations				848,001	196,379	1,044,380	728,515	106,360	834,875

Analysis of direct costs	Charitable operations	Total funds 2025	Charitable operations	Total funds 2024
	£	£	£	£
Staff costs	557,888	557,888	459,102	459,102
Depreciation	94,425	94,425	73,702	73,702
Growing costs	50,318	50,318	47,069	47,069
Volunteer support	46,639	46,639	36,564	36,564
Site costs	35,796	35,796	29,642	29,642
Administration support costs	14,298	14,298	54,169	54,169
PR and marketing	28,937	28,937	20,230	20,230
Governance	19,700	19,700	8,037	8,037
Total	848,001	848,001	728,515	728,515

The governance figure above includes audit fees as detailed below:

	2025	2024
	£	£
Audit fees	19,700	8,000

The audit fee for 2025 includes an amount of £3,545 which relates to the 2024 audit, which was under accrued. Audit fees are inclusive of non-recoverable VAT.

10. Analysis of expenditure by activities

Analysis of support costs	Charitable operations £	Total funds 2025 £	Charitable operations £	Total funds 2024 £
Staff costs	112,049	112,049	68,633	68,633
Administration support costs	12,224	12,224	12,684	12,684
Professional fees	69,887	69,887	23,080	23,080
Bank and finance charges	2,219	2,219	1,963	1,963
Total	196,379	196,379	106,360	106,360

The professional fees figure above includes fees paid to the auditor in respect of payroll services as detailed below:

	2025 £	2024 £
Payroll service fees	-	1,295

11. Staff costs

	2025 £	2024 £
Wages and salaries	656,808	543,144
Social security costs	51,805	43,536
Contribution to defined contribution pension schemes	31,668	27,241
Total	740,281	613,921

During the year no redundancy payments were paid (2024: £2,894).

The following number of employees received employee benefits (excluding pension costs and employer's national insurance) during the year between:

	2025	2024
£60,000 - £69,999	1	-

During the year remuneration paid to key management personnel amounted to £175,526 (2024: £137,758).

12. Staff numbers

	2025	2024
The average number of persons employed by the Charity during the year was:	32	24
	2025	2024
The full time equivalent of persons employed by the Charity during the year:	21	17

13. Trustees' remuneration and expenses

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

During the year, no Trustee expenses have been incurred (2024 - £NIL).

14. Tangible fixed assets

Analysis of support costs	Short-term leasehold property improvements £	Plant and machinery £	Office equipment £	Fixtures and fittings £	Motor vehicles £	Total £
Cost or valuation						
At 1 July 2024	136,661	512,381	23,663	43,467	48,847	765,019
Additions	16,231	39,668	4,767	9,742	-	70,408
Disposals	-	-	(2,451)	-	-	(2,451)
At 30 June 2025	152,892	552,049	25,979	53,209	48,847	832,976
Depreciation						
At 1 July 2024	81,913	291,308	15,172	30,994	19,256	438,643
Charge for the year	14,960	59,300	4,959	7,808	7,398	94,425
On disposals	-	-	(2,451)	-	-	(2,451)
At 30 June 2025	96,873	350,608	17,680	38,802	26,654	530,617
Net book value						
At 30 June 2025	56,019	201,441	8,299	14,407	22,193	302,359
At 30 June 2024	54,748	221,073	8,491	12,473	29,591	326,376

15. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	36,985	26,101
Prepayments and accrued income	80,412	83,325
VAT debtor	3,146	52,690
Other debtors	4,640	-
Total	125,183	162,116

16. Creditors

	2025 £	2024 £
Amounts falling due within one year		
Trade creditors	12,815	18,584
Other taxation and social security	16,375	13,250
Accruals	41,522	16,012
Deferred income	1,123	-
Other creditors	2,000	3,343
Total	73,835	51,189

17. Deferred income

	2025 £	2024 £
Deferred income comprises income for the supply of subsidised Crop Share boxes over a 6 month period		
Balance at the beginning of the year	-	-
Amount recognised in the year	1,348	-
Amount released to income in the year	(225)	-
Balance at the end of the year	1,123	-

18. Financial instruments

	2025 £	2024 £
Financial assets measured at fair value through income and expenditure.	461,777	75,965
Financial assets measured at fair value through income and expenditure comprise cash at bank.		

19. Statement of funds

Current year	Balance 1 July 2024 restated as per Note 24 £	Income £	Expenditure £	Transfers in/out £	Balance 30 June 2025 £
Unrestricted funds					
Designated funds	-	-	-	-	-
General funds	131,561	777,013	(630,508)	(9,702)	268,364
Total Unrestricted funds	131,561	777,013	(630,508)	(9,702)	268,364
Restricted funds					
Sizergh - General Charitable Activities	1,000	49,270	(46,398)	-	3,872
Sizergh - Catering	1,972	-	(1,972)	-	-
Sizergh - Furness Days - Sir John Fisher	-	10,000	(833)	-	9,167
Sizergh - Rent - Roselands Trust	360	4,103	(4,463)	-	-
Tebay - General Charitable Activities	-	58,423	(58,032)	-	391
Tebay - Tree Propagation	-	181,945	(46,009)	-	135,936
Egremont - General Charitable Activities	50,413	268,406	(257,558)	-	61,261
Egremont - Storm Damage	-	2,795	(2,795)	-	-
Egremont - Subsidised Crop Share	-	33,604	(2,564)	(2,507)	28,533
Group Development	-	4,000	(4,000)	-	-
Total	53,745	612,546	(424,624)	(2,507)	239,160
Restricted Fixed Asset fund					
Fixed Asset Fund	326,376	-	(94,425)	70,408	302,359
Sizergh Capital Grants	-	-	-	-	-
Tebay Capital Grants	1,431	44,965	-	(42,384)	4,012
Egremont Capital Grants	155	17,249	-	(15,815)	1,589
Total	327,962	62,214	(94,425)	12,209	307,960
Total Restricted funds	381,707	674,760	(519,049)	9,702	547,120
Total of funds	513,268	1,451,773	(1,149,557)	-	815,484

<i>Prior year as restated as per Note 24</i>	<i>Balance 1 July 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance 30 June 2024 £</i>
<i>Unrestricted funds</i>					
<i>Designated funds</i>	-	-	-	-	-
<i>General funds</i>	19,083	474,145	(403,897)	42,230	131,561
<i>Total Unrestricted funds</i>	19,083	474,145	(403,897)	42,230	131,561
<i>Restricted funds</i>					
<i>Sizergh - General Charitable Activities</i>	10,000	34,800	(43,800)	-	1,000
<i>Sizergh - Catering</i>	-	4,200	(2,228)	-	1,972
<i>Sizergh - Horticulture</i>	500	2,000	(2,500)	-	-
<i>Sir John Fisher - Sizergh Furness Days</i>	3,333	-	(3,333)	-	-
<i>Roselands Trust - Sizergh Rent</i>	180	7,320	(7,140)	-	360
<i>Tebay - General Charitable Activities</i>	15,308	51,750	(67,058)	-	-
<i>Cumbria CVS - Tebay Carlisle Days</i>	5,585	15,990	(21,575)	-	-
<i>Tebay - Horticulture</i>	-	4,000	(4,000)	-	-
<i>Egremont - General Charitable Activities</i>	25,000	308,456	(283,043)	-	50,413
<i>Churchill Fellowship - Group Development</i>	5,333	7,667	(13,000)	-	-
<i>Total</i>	65,239	436,183	(447,677)	-	53,745
<i>Restricted Fixed Asset fund</i>					
<i>Fixed Asset Fund</i>	217,501	-	(73,702)	182,577	326,376
<i>Sizergh Capital Grants</i>	-	2,675	-	(2,675)	-
<i>Tebay Capital Grants</i>	-	7,116	-	(5,685)	1,431
<i>Egremont Capital Grants</i>	-	216,602	-	(216,447)	155
<i>Total</i>	217,501	226,393	(73,702)	(42,230)	327,962
<i>Total Restricted funds</i>	282,740	662,576	(521,379)	(42,230)	381,707
<i>Total of funds</i>	301,823	1,136,721	(925,276)	-	513,268

19. Designated funds

No funds were designated by Trustees from unrestricted reserves during the year.

Restricted Funds

Each of our three sites has its own restricted 'General Charitable Activities' fund which comprises of income received specific for the generally running costs of those sites.

In addition to these restricted funds sites also have specific site based restricted funds:

Sizergh - Catering	To fund the provision of a daily hot, healthy meal for all beneficiaries on site
Sizergh - Furness Days - Sir John Fisher	To fund beneficiaries from the Furness peninsula area of South Cumbria
Sizergh - Rent - Roselands Trust	To fund the rent incurred at Low Sizergh Farm
Tebay - Tree Propagation	To fund the tree propagation project at Tebay
Egremont - Storm Damage	To fund the repair costs incurred from Storm Eowyn in January 2025
Egremont - Subsidised Crop Share	Funds received to provide subsidised Crop Share boxes to the Cumberland region
Group Development	Funds received to develop our therapeutic model

Prior year funds:

<i>Sizergh - Horticulture</i>	<i>To fund horticulture supplies at Sizergh</i>
<i>Cumbria CVS - Tebay Carlisle Days</i>	<i>To fund beneficiaries from the Carlisle area</i>
<i>Tebay - Horticulture</i>	<i>To fund horticulture supplies at Tebay</i>
<i>Churchill Fellowship - Group Development</i>	<i>Funds to develop service delivery model for mental health care farming</i>

Restricted Fixed Asset

The fixed asset fund reflects the net book value of assets held by the charity plus any unspent capital grants received.

Transfers between funds

During the year there was a transfer from restricted to unrestricted funds in respects of grant income to supply subsidised Crop Share boxes. The value transferred equates to the open market value of the subsidised boxes delivered in the year.

During the year there was a transfer from restricted to unrestricted Fixed Asset Fund representing the balance of capital expenditure not funded by grants and VAT reclaimed on previous years assets.

The Fixed Asset Fund continues to reflect the Net Book Value of all assets held by the Charity, as agreed by the Trustees.

20. Summary of funds

Summary of funds – current year

Current year	Balance 1 July 2024 restated as per Note 24 £	Income £	Expenditure £	Transfers in/out £	Balance 30 June 2025 £
General funds	131,561	777,013	(630,508)	(9,702)	268,364
Restricted funds	53,745	612,546	(424,624)	(2,507)	239,160
Restricted funds - Class II	327,962	62,214	(94,425)	12,209	307,960
Total Unrestricted funds	513,268	1,451,773	(1,149,557)	-	815,484

Summary of funds - prior year

	Balance 1 July 2023 £	Income £	Expenditure £	Transfers in/out £	Balance 30 June 2024 as restated per Note 24 £
General funds	19,083	474,145	(403,897)	42,230	131,561
Restricted funds	65,239	436,183	(447,677)	-	53,745
Restricted funds - Class II	217,501	226,393	(73,702)	(42,230)	327,962
Total Unrestricted funds	301,823	1,136,721	(925,276)	-	513,268

21. Analysis of net assets between funds

Analysis of net assets between funds – current year

	Unrestricted funds £	Restricted funds £	Restricted fixed assets £	Total funds 2025 £
Tangible fixed assets	-	-	302,359	302,359
Current assets	340,199	241,160	5,601	586,960
Creditors due within one year	(73,835)	(2,000)	-	(73,835)
Total	268,364	239,160	307,960	815,484

Analysis of net assets between funds - prior year as restated per Note 24

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed assets 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	326,376	326,376
Current assets	182,750	53,745	1,586	238,081
Creditors due within one year	(51,189)	-	-	(51,189)
Total	131,561	53,745	327,962	513,268

22. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £31,668 (2024 - £27,240). At the year end date there were no outstanding amounts payable to the fund (2024 - £3,341).

23. Operating lease commitments

At 30 June 2025 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025 £	2024 £
Not later than 1 year	12,872	6,504
Later than 1 year and not later than 5 years	44,471	8,634
Total	57,343	15,138

At the year end date the balance outstanding on leases related to the charity's land lease at Low Sizergh, Kendal which has been agreed for a period of 5 years to December 2029 and printer rental at all sites with a 5 year lease agreement until November 2029.

On 3 August 2022 the charity entered into a lease with Westmorland Limited relating to land at Tebay Services. The term of the lease is 6 years and will be at a peppercorn rent per annum (if demanded).

On 2 August 2023 the charity entered into a new lease with Cumberland Council relating to property at Beck Green Nurseries, Egremont. The term of the lease is 25 years and will be at a peppercorn rent per annum (if demanded).

24. Prior year adjustment – current year

Reserves position	Unrestricted £	Restricted £	Fixed Asset Fund £	Total funds 2024 £
Funds previously reported	58,046	127,260	327,962	513,268
Adjustments on restatement				
Reclassification of expenditure from restricted to unrestricted	73,515	(73,515)	-	-
Funds restated	131,561	53,745	327,962	513,268

Impact on income and expenditure	Unrestricted £	Restricted £	Fixed Asset Fund £	Total funds 2024 £
Net income as previously reported	38,963	62,021	110,461	211,445
Adjustments on restatement				
Reclassification of expenditure from restricted to unrestricted	73,515	(73,515)	-	-
Net income/(expenditure) as restated	112,478	(11,494)	110,461	211,445

In the year a review of restricted income and expenditure in relation to the site at Egremont took place. It was found that some expenditure which was funded by restricted grant income in the year 2023/24 hadn't been assigned as restricted expenditure.

25. Reconciliation of net income/expenditure to net cash flow from operating activities

	2025 £	2024 £
Net income/(expenditure) before capital grants	240,002	(14,948)
Adjustments for:		
Depreciation	94,425	73,702
(Surplus)/deficit on sale of assets	-	(4,908)
VAT reclaimed on previous years' asset purchases	-	52,143
(Increase)/decrease in debtors	36,933	(144,897)
Increase/(decrease) in creditors	22,646	12,258
Bank interest received	(5,705)	(158)
Capital grants received	62,214	226,393
Net cash provided by (used in) operating activities	450,515	199,585

26. Related Party Transactions

During the year donations were received from the Trustees totalling £450 (2024: £100). Produce was purchased by the Trustees totalling £1,908 (2024: £503).



Growing Well
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Growing Well Limited is a Registered Charity in England and Wales, No. 1182018

Company Registration No. 11446092