Foothold Cymru

England & Wales · Charity number 1188696

Details

Other names	THE CENTRE FOR BUILDING SOCIAL ACTION LTD, CBSA
Status	Registered
Legal form	Charitable company
Company number	02633128
Registered	2020-03-23
Register	View on the Charity Commission register

Contact

Address	The Lord Arthur Rank Centre Trostre Road Llanelli SA14 9RA
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Activities

Objects: THE CHARITY'S OBJECTS (THE OBJECTS) ARE:TO DEVELOP THE CAPACITY AND SKILLS OF MEMBERS OF THE SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITIES OF WALES IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY, IN PARTICULAR BUT NOT EXCLUSIVELY BY:A) EQUIPPING DISADVANTAGED OR OTHERWISE EXCLUDED PEOPLE WITH THE SKILLS AND COMPETENCIES REQUIRED TO TAKE RESPONSIBILITY FOR IDENTIFYING AND MEETING THEIR NEEDS AND THOSE OF THE COMMUNITY;B) THE DELIVERY OF FORMAL, INFORMAL AND COMMUNITY EDUCATION PROGRAMMES THAT PROVIDE SOCIALLY AND ECONOMICALLY DISADVANTAGED PEOPLE OPPORTUNITIES TO GAIN NATIONALLY RECOGNISED QUALIFICATIONS AND/OR DEVELOP THE KNOWLEDGE, SKILLS AND COMPETENCIES REQUIRED FOR INDEPENDENT LIVING AND THE LABOUR MARKET;C) THE PROMOTION, PROVISION AND FACILITATION OF VOLUNTEERING, TRAINING AND WORK EXPERIENCE OPPORTUNITIES TO UNEMPLOYED OR UNDEREMPLOYED PEOPLE WHO ARE DISADVANTAGED IN THE LABOUR MARKET.

Activities: The Centre for Building Social Action is a social justice charity operating in West Wales. Our focus is on tackling the causes and consequences of poverty through a range of capacity building activities and

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services; recognising that the solutions and the skills to put them in place, are found in the lived experiences of the people and communities affected.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Disability, The Prevention Or Relief Of Poverty, Environment/conservation/heritage, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, The General Public/mankind

Geography

- Throughout Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£610,162	£790,518	£855,416	18
2024-03-31	£877,188	£844,145	£1,035,772	18
2023-03-31	£889,671	£836,897	£1,002,729	18
2022-03-31	£904,795	£828,883	£949,955	22
2021-03-31	£857,757	£835,560	£874,043	17

Trustees

Name	Role	Appointed
Fred St-John Roberts JP	Chair	2019-09-10
Derith Powell OBE		2015-10-22
Eleanor Shorland		2024-08-12
James Hugh Lewis		2006-09-26
Jessica Rees		2023-03-22
Katherine Thomas		2023-03-22
Michael Goodfellow-Smith		2023-01-03
Paolo Piana		2021-11-15
Peter Anthony Freeman		2019-09-10

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Foothold Cymru

England & Wales - Charity number 1188696

Accounts

Trustees' Annual Report and Unaudited Financial Accounts

for year ended 31 March 2025

footholdcymru.org.uk

FOOTHOLD CYMRU

NEWID BYWYDAU CAM WRTH GAM
CHANGING LIVES STEP BY STEP

Contents

Welcome from Our Chairman and CEO 3

About Us
Our Vision, Mission and Values 4
What We Do 5
Our Services..... 5
Our Strategic Priorities 6

Trustees' Report
Achievements and Performance..... 8
Reducing Hardship..... 8
Increasing Environmental Justice..... 9
Building Strong Communities 10
Increased Engagement With Learning 11
Looking Forward to 2025/26 12

Strategic Report The Organisation 13

Case Studies 16

Financial Review
Income and Expenditure 20
Financial Performance 2024/25..... 21

Thank You 24

References 26

Welcome
from our Chairman and CEO

As we reflect on 2024/25, Foothold Cymru stands firm in our commitment to a Wales where social, economic, and environmental justice are within everyone's reach. This has been a year defined by resilience-both in the challenges faced by Welsh communities and in the ways our collective strength continues to transform adversity into action.

The year brought new and evolving pressures; economic uncertainties, environmental risks, and persistent inequality continued to test our resolve. Yet, what emerged most powerfully was the extraordinary adaptability, solidarity, and resourcefulness shown by individuals and community groups alike. These qualities - born out of difficult times - have become the bedrock of the resilience we've seen prosper across Wales.

Responding to these realities, Foothold Cymru has deepened its emphasis on building long-term resilience. We championed green skills initiatives, fostered opportunities for young people, and worked with our partners to develop creative responses to emerging needs. Across our services, the focus has been on equipping people and communities not just to cope, but to thrive, grow, and lead sustainable change.

This year, we are especially grateful for the continued support and fresh commitment shown by new and longstanding partners, supporters, and volunteers. Your faith in our mission reinforces our drive to innovate and to ensure that our services remain rooted in the lived experiences and strengths of local communities.

The progress documented in this report is a tribute to the compassion, persistence, and vision of everyone involved with Foothold Cymru - staff, volunteers, Board and Steering Committee members, partners, funders, and the many supporters who walk alongside us. Each contribution has made a tangible difference and helped lay the groundwork for a more resilient, equitable, and hopeful Wales.

Thank you for your belief in our work. By building on our shared resilience, together we are shaping a future in which every person and community in Wales can flourish.

Mike Theodoulou
Chief Executive Officer

Fred Roberts
Chair of Trustees

About us

Foothold Cymru is a social justice charity operating in West Wales with a 30+ year history of supporting communities to overcome challenges. Established in 1991, we have, over that time, supported over a quarter of a million residents through various initiatives designed to tackle the causes and consequences of hardship. We recognise that solutions and skills are found in the lived experiences of the people and communities affected by these challenges

Our Vision

A world where people, communities and the planet flourish because our society is equitable, caring and collaborative. This vision builds on our existing commitment to creating a Wales "where people are thriving and not just surviving". It recognises the interconnectedness of social, economic, and environmental well-being, and aspires to a future where everyone can fulfil their potential within healthy communities and a sustainable environment.

Our Mission

We enable people and communities to design and implement grassroots projects that enhance their capacity to overcome challenges and create sustainable solutions, building long-term community resilience.

This mission reflects our strength-based approach, working with local people and communities to co-produce projects that build on their experience and insights. It acknowledges that communities possess the wisdom and agency to address their own challenges when provided with appropriate support and resources. Our role is to facilitate, enable, and amplify community-led initiatives rather than imposing external solutions.

Our Values

Our values guide how we work with communities, partners, and each other. They reflect our commitment to social justice and community empowerment:

Community Wisdom

We believe that communities possess invaluable knowledge and expertise based on lived experience. We recognise that "local people know their community the best and that everyone has something valued and unique to contribute".

Collaboration

We work alongside communities, partners, and stakeholders, recognising that together we can achieve more than we can alone. We build relationships based on trust, respect, and mutual benefit.

Empowerment

We support individuals and communities to develop their capabilities, confidence, and agency to create the changes they want to see. We believe in people's inherent strengths and potential.

Innovation

We embrace creativity and new approaches to addressing complex challenges. We learn from experience, adapt our methods, and continuously seek better ways to serve our communities.

Sustainability

We consider the long-term impact of our work on people, communities, and the planet. We develop solutions that meet current needs without compromising future generations' ability to meet theirs.

What We Do

In West Wales, we believe learning should be accessible, relevant, and life-changing. Our programmes help children, young people, and adults build confidence, gain new skills, and discover their potential.

We deliver practical, community-based learning that meets local needs and tackles barriers to opportunity.

- School clubs and after-school activities that help children and young people explore creativity, teamwork, and community volunteering.
- Life skills sessions that build confidence, motivation, and independence—equipping participants to make positive choices at home, at school, and in the workplace.
- Employment and career guidance to connect learning with real opportunities, helping people explore local job paths, apprenticeships, and training routes.
- Hands-on workshops in cooking, gardening, and arts and crafts that nurture wellbeing, creativity, and sustainable living.
- Financial literacy and parenting support workshops that strengthen family resilience and promote financial wellbeing.
- Digital skills training to close the digital divide—enabling people to learn online, access services, and connect with others with confidence.

Each activity is designed to inspire learning and open new possibilities. By combining practical skills with confidence-building experiences, we help people break down barriers, move forward, and shape stronger, fairer communities across West Wales.

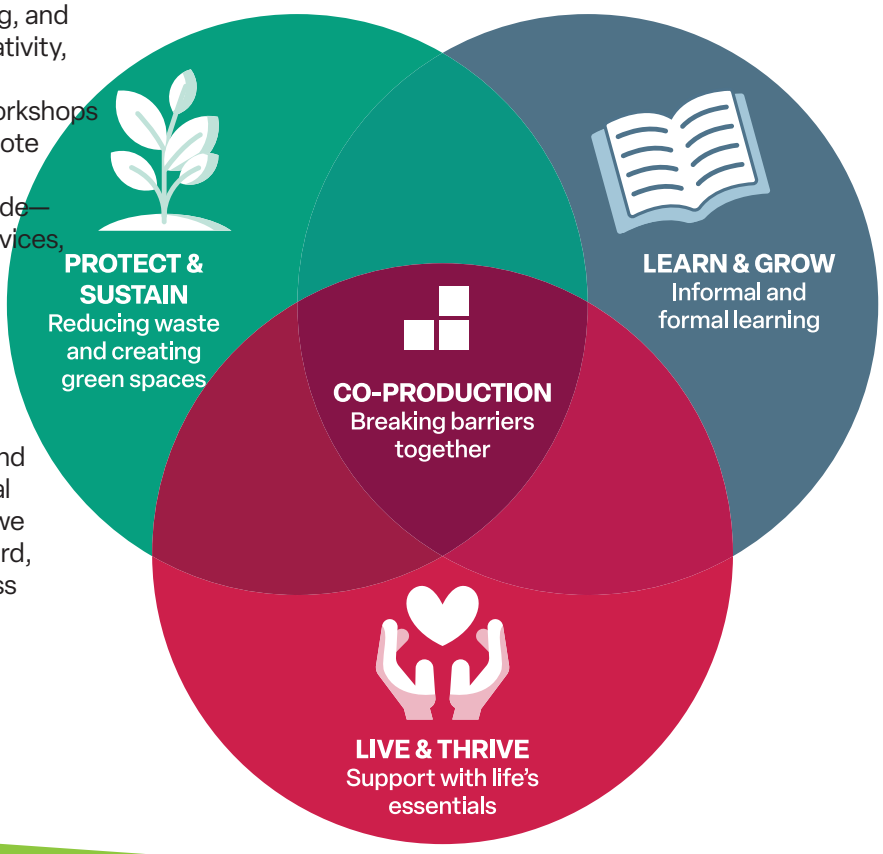
Our Services

Our services change lives and are grouped under the three themes:

LIVE AND THRIVE
LEARN AND GROW
PROTECT AND SUSTAIN

These are the areas which our community members tell us present the biggest challenges for them and where our evidence and feedback show we are making a positive, sustained impact.

Each one is a vital part of our journey towards our vision of a Wales with social, economic and environmental justice for all; each area is connected, so our response must be too.



Our Principles

Community:
strong communities as loci for mutual support and the realisation of individual potential.
Human enterprise and endeavour drive individuals and communities to address the challenges they face.

Sustainable Development:
through which the security of future generations is protected by the responsible practices and use of resources of the current generation.

Education:
both formal and informal, as a means by which individual potential can be realised.

Our Strategic Priorities

Collaboration:
We believe partnerships are essential for creating meaningful change. By working together with communities, businesses, other charities, and the public sector, we can pool resources and develop comprehensive solutions to social, environmental, and economic challenges. Collaboration makes our efforts more effective and inclusive.

Transparency:
Openness builds trust. We maintain transparency in our operations and decision-making to keep our stakeholders informed and involved. This approach reinforces our commitment to a just and fair Wales.

Sustainability:
We focus on long-term solutions that benefit current and future generations. By integrating sustainability into our work, we aim to create lasting positive change for people and the environment in Wales.

Empowerment:
We empower individuals and communities to shape their own futures, amplifying voices that are not always heard. Through education, skill-building, and advocacy, we provide the tools to support people to overcome hardship and inequality. This enables everyone to actively participate in achieving social justice.

October 24

Cwtch Cynnes

Our new project, Cwtch Cynnes, supported by the Energy Redress scheme, helps households reduce energy costs and cut heat loss, sharing practical advice and support with the community.

September 24

Village Store

We launched our brand-new Village Store, offering surplus, healthy, low-cost food and Llanelli's first refill station – supported by Shared Prosperity funding.

August 24

Summer Club

Helped by funding from the King's Charles Fund, our annual summer club returned, offering free fun, games, friendship – and breakfast, lunch, and snacks for every child! By doing so, we're supporting local families and helping stretch budgets during the costly summer months.

November 24

Tesco Community Champion

A big thank you to Tesco Community Champion Lisa for delivering surplus food to our store, received by our wonderful volunteer and trustee, Kath.

December 23

Our Volunteers

A wonderful opportunity to thank every volunteer for their incredible support and dedication this year!

April 24

Full Circle

20 amazing volunteers joined the Full Circle project to clean our local beach! In just over an hour, they collected 33 bags of rubbish – an incredible effort on a stunning spring day!

May 24

Green Warrior Day

At Green Warrior Day, our team chatted with the community about protecting the environment and helped children and young people learn all about recycling, reuse and repair.

July 24

Bike Library

Our bike library opened, lending refurbished bikes to the community to promote green transport, reuse and repair, and healthy, affordable fun for families.

June 24

Room Transformation

With help from Crest Ceilings and Partitions, we transformed two ground-floor rooms into one large, accessible meeting space – ready for our Summer of Fun Children's club!

January 25

Volunteens in the Garden

Our young volunteers rolled up their sleeves to weed, clear, and prep the community garden, ready for spring planting.

February 25

Llanelli 1/2 Marathon

Rhys from Just Financial Services and Sam form Two Can Properties, ran the Llanelli Half Marathon, in support of our work.

March 25

Community Kitchen

Cooking Cannellini in our community kitchen – supporting the community to cook healthy, low-cost food from scratch.

Trustees' Report
Achievements and Performance

Reducing Hardship

Our vision of a poverty-free Wales drives us to alleviate hardship by addressing both immediate needs and the deeper root causes of deprivation. We empower local people to develop their own solutions - from community-run food hubs to sustainable gardening projects - creating a nurturing environment where individuals and families can thrive. Our priority is to build longterm resilience, ensuring everyone can reach their potential, with no one left behind.

Why Are We Needed

West Wales continues to face rising levels of poverty and deprivation, frequently exceeding national averages. The relentless increase in living costs has brought unprecedented challenges, especially for households already under financial strain. The ongoing increases in energy and food prices are putting pressure on family incomes, making our work more vital than ever.

What We Do

Alleviating Household Financial Pressure

- Our Community Store, community fridge and holiday clubs help family budgets to go further.
- Provide personalised energy and budgeting advice to help households reduce bills and improve both financial and environmental sustainability.

Building Skills and Confidence

- Deliver money management courses, equipping people with the financial literacy and skills they need to manage their resources effectively
- Offer mentoring from Family Guides who provide tailored support to families living on low incomes, helping them overcome challenges and develop resilience.

Amplifying Lived Experience and Collaboration

- Co-produce services in partnership with people with lived experience of poverty, ensuring our support remains accessible, relevant, and truly effective for those we serve.

Our Impact

- Generated **£612,214** in individual household savings, directly improving the financial stability of people across our communities
- Supported over **500** households through our various services, reducing food insecurity within communities
- Conducted over **250** advice sessions, resulting in an average increase of **30%** in household incomes
- Delivered financial literacy training to nearly **200** individuals, with **75%** reporting improved confidence in money management
- Advocated for local policy changes to address poverty, contributing to government initiatives that improve support for low-income families.

Through these efforts, we've not only provided immediate relief but also empowered our community to build a stronger, more secure future. Our work remains essential amid ongoing economic challenges, and we remain committed to realising our vision of a poverty-free Wales.

Increasing Environmental Justice

We envision a Wales where economic progress goes hand in hand with environmental stewardship, creating communities that thrive without compromising future generations. By leading strategic zero-waste projects, delivering initiatives such as our e-waste programme, and supporting community activities like local food growing and litter picks, we champion environmental justice and amplify the voices of those rarely heard. While coherent government policies are essential, meaningful change happens locally. Our work promotes the circular economy by empowering communities to repair, reuse, and reduce waste - providing practical opportunities for everyone to play their part.

Why Are We Needed

Foothold Cymru is essential as West Wales deals with mounting impacts from the climate crisis-from droughts and water shortages to air pollution, biodiversity loss, and declining green spaces. Many people in our communities want to adopt more sustainable habits, such as recycling, repairing, or reducing waste, but often lack the practical resources, skills, and platforms to get involved, leaving them excluded from both climate conversations and solutions.

Persistent littering, poor air quality, and threats to natural spaces-including beaches and rivers-compound these challenges and affect people's wellbeing. Foothold Cymru bridges these gaps by supporting local action, making zero-waste and circular economy practices accessible, and empowering residents to shape a more sustainable future together. The result is healthier neighbourhoods and greater resilience for all.

What We Do

Repair, Reuse and Resource Sharing

- Run e-waste repair programmes for young people, providing refurbished devices for digital inclusion and diverting electronics from landfill
- Facilitate a library of things, a bike library and swap events, encouraging sharing, borrowing, and exchange of resources
- Operate repair cafés and upcycling workshops, giving people skills to fix or creatively transform items
- Host clothes and uniform exchanges, supporting families while promoting reuse.

Community Resource and Waste Reduction Initiatives

- Manage a community repaint store and arts and crafts scrap store, making reused materials available for home improvement and creative projects
- Support community composting, offering both a site and practical education.

Greener Living and Environmental Education

- Deliver zero-waste education sessions to empower sustainable living
- Cultivate a community garden for sustainable food growing, supporting our community fridge and home gardening skills.

Our Impact

Diverted significant quantities of e-waste, food, textiles, and paint from landfill

- Educated more than **500** households on zero-waste principles, with **82%** reporting reduced household waste
- Organised exchange events where over **2,000** items found new homes
- Diverted nearly 25 tonnes of waste from landfill, including e-waste, food, textiles, and paint.

Through these activities, we have not only reduced waste and resource consumption but also fostered a stronger sense of community and environmental responsibility. Our work remains essential in building a more sustainable and equitable Wales, demonstrating that environmental action directly contributes to social and economic well-being.

Building Strong Communities

At Foothold Cymru, strong communities are the foundation for lasting positive change. We empower local people to come together, identify shared challenges, and craft their own solutions by building skills, fostering collaboration, and unlocking the community's existing strengths.

Why Are We Needed

Across West Wales, social isolation remains a serious challenge-especially among older adults living alone and people in rural areas where access to services is limited. As our population ages, opportunities to connect and feel part of a thriving community become even more important.

Young people, meanwhile, often face barriers to getting involved in community life and volunteering. The latest figures show that only 25% of 16 to 24-year-olds and just 21% of people in the most deprived areas volunteer, compared to much higher rates among less deprived and older groups. This means too many young people miss out on the chance to gain skills, build confidence, and take their first steps into active citizenship.

At the same time, many people of all ages can feel unsure about how to contribute or lack understanding of their role in community decision-making and local democracy. Building this knowledge is critical for stronger, more engaged communities.

By addressing these issues, Foothold Cymru helps bring people together, unlock local potential, and ensure everyone can play an active part in building a connected, resilient, and democratic Wales.

What We Do

Volunteering and Social Connection

- Develop diverse volunteering programmes, enabling individuals to contribute their time, gain new skills, and build lasting relationships
- Host community cohesion events - in partnership with Llanelli Multicultural Network - that celebrate diversity and understanding.

Shared Spaces and Collaboration

- Establish and maintain physical spaces and support groups for residents to gather, socialise, and share experiences
- Facilitate co-production workshops that bring together diverse voices to design solutions which reflect true local needs.

Training and Capacity Building

- Deliver capacity-building programmes including training, mentoring, and hands-on experience in leadership, project management, and problem-solving
- Focus on recognising and leveraging existing community strengths and resources.

Our Impact

- Supported over 500 households through volunteering, training, and peer support opportunities-82% of participants reported stronger connections in their communities
- Our volunteers, of all ages, contributed over 5500 hours during the year
- Empowered local people and communities to shape local projects through regular co-production forums

By supporting local people, building connections, and investing in community assets, we're creating more resilient and engaged communities across Wales. Our ongoing work continues to drive greater civic participation and nurture a sense of belonging and shared purpose.

Increased Engagement With Learning

In Wales, education and lifelong learning are critical for enabling social mobility and economic justice. Increased engagement with learning empowers individuals to build valuable skills and knowledge, supporting their ability to succeed and contribute meaningfully to their communities. Education opens pathways out of poverty and helps everyone aspire to and achieve a better future.

Why Are We Needed

In West Wales, education is a vital bridge to opportunity-but too many are being left behind. The number of young people not in education, employment, or training (NEET) continues to rise, reaching 15.1% for those aged 16–24 in 2025. Persistent child poverty in areas like Carmarthenshire-where nearly a third of children grow up in hardship-remains a stark barrier to achievement and aspiration. Many adults lack basic digital skills, widening the digital divide in our rural communities. West Wales trails the rest of the UK in core subjects like reading, mathematics, and science, with ongoing challenges in raising standards and closing attainment gaps. Only two-thirds of working-age adults in the region have achieved Level 2 qualifications, compared to nearly four in five across the UK-limiting access to meaningful work and cutting too many off from brighter prospects. These persistent inequalities demand a community driven response. A response that supports learning at every age, tackles disadvantage and gives everyone in West Wales the tools to thrive.

Our Impact

- Enabled over 300 children and young people to take part in afterschool clubs and volunteering, with 86% reporting improved skills and confidence
- Supported 350 households through life skills, parenting, and financial wellbeing workshops, empowering them to make positive changes. 89% of participants left with practical skills they could use immediately in daily life or work
- Partnered with local schools, businesses, and community groups to connect learning with real opportunities-leading to new internships and placements.

Every programme delivers not just new skills, but renewed hope, confidence, and ambition-helping people break the cycle of poverty and shape their futures.

Looking Forward
to 2025/26

As Foothold Cymru enters 2025/26, our commitment to building resilient communities in West Wales is stronger than ever. Guided by our five-year strategic plan, we are focused on empowering communities to thrive in the face of complex social, economic, and environmental challenges.

In the coming year, our work will centre around four interconnected strategic priorities:

Financial Resilience:

We will continue to help households reduce expenses, increase financial literacy, and access employment and enterprise opportunities. Our initiatives will provide affordable food, resource-sharing schemes, and targeted advice-enabling families to build sustainable livelihoods and strengthen local economies.

Environmental Resilience:

Our zero-waste programmes, local food production initiatives, and climate adaptation projects will expand, helping communities lower their environmental impact and improve access to healthy ecosystems and green spaces. Together, we will champion environmental justice and equip people to adopt more sustainable practices.

Civic Resilience:

Social cohesion, volunteering, and active citizenship remain at the heart of our community approach. In 2025/26, Foothold Cymru will offer more opportunities for people to connect, participate, and shape local governance. We will support the growth of a skilled volunteer base and foster effective mechanisms for collective decision-making, ensuring no voice goes unheard.

Growing a Healthy, Values-led Organisation:

To continue delivering positive impact, we will invest in our staff, volunteers, governance, and internal systems. This includes promoting wellbeing and skills development, maintaining rigorous evaluation, and refreshing our strategies in response to changing needs.

Throughout the year, we will stay true to our values: community wisdom, collaboration, empowerment, innovation, and sustainability. Our approach will be shaped by the lived experience and aspirations of local people, placing community voices at the forefront of everything we do.

By moving forward together, Foothold Cymru will help create a Wales where people, communities, and the planet flourish. We look ahead with a clear purpose, confident that our collective action will deliver lasting change for present and future generations. Our monitoring and evaluation process will continue to guide improvements and inform our partners, funders, and stakeholders, keeping our work transparent, accountable, and rooted in real-world outcomes.

Strategic Report

The Organisation

Objectives and aims of the organisation

The charity's objectives are to develop the capacity and skills of members of socially and economically disadvantaged communities in Wales, enabling them to better identify and meet their needs, and to participate more fully in society. This is achieved, but not limited to, the following:

- Equipping disadvantaged or excluded individuals with the skills and competencies necessary to take responsibility for meeting their own needs and those of their communities
- Delivering formal, informal, and community education programmes that offer disadvantaged individuals' opportunities to gain nationally recognised qualifications or develop the knowledge, skills, and competencies required for independent living and the labour market
- Promoting, providing, and facilitating volunteering, training, and work experience opportunities for unemployed or underemployed individuals facing challenges in the labour market.

The Board

Functions of the Board

The Board of Trustees fulfils the following functions:

- Control of the charity, its property, and funds
- Responsibility for the charity's overall governance and strategic direction
- Development of the aims, objectives, and organisational goals in line with the legal and regulatory framework of the sector and the charity's governing document, striving for best governance practices
- Upholding the fiduciary duty, ensuring public confidence and trust
- Interviewing, appointing, and monitoring the work of senior staff. All trustees must sign a Code of Conduct and a Declaration and Register of Interest form.

Main Responsibilities of the Board

- **Managing performance and risk:** Developing and reviewing the organisation's strategy, objectives, performance, statutory compliance, and risk while ensuring ongoing impact measurement
- **Leadership and strategy:** Leading the organisation's vision, mission, values, and strategic direction
- **Strategic planning and implementation:** Agreeing on coherent strategic plans and timetables, monitoring performance, and reviewing outcomes and impact
- **Communication:** Promoting the organisation's work to external partners, stakeholders, and audiences
- **Equality and diversity:** Championing equality and diversity throughout the organisation, particularly when working with disadvantaged communities
- **Safeguarding:** Monitoring the charity's conduct to ensure safeguarding standards are upheld.

Appointment and Induction of Trustees

The articles of association state that the number of Trustees shall be no less than 3 and (unless otherwise determined by ordinary resolution) with no upper limit. During 2024/25, there were 12 Trustees on the Board, who serve as both charity Trustees and Directors of a company limited by guarantee, governed by charity and company law.

Appointments are overseen by a committee of the Board, and Trustees serve an initial three-year term, with the option to be reappointed unless exceptional circumstances apply. Attention is paid to ensuring a wide range of skills and diversity, including gender, age, ethnicity, disability, and sexuality. We also prioritise the recruitment of local people with lived experience, which enriches the board's skills, knowledge and experience.

All new Trustees undergo an induction process that includes meetings with the Chair, CEO, and Senior Management Team, visits to projects, and detailed briefings on legal obligations under charity and company law, as well as Foothold Cymru's specific policies. An annual skills review informs training and recruitment strategies.

Board and Committee Structure

The Board of Trustees plays a crucial role in the governance and oversight of our organisation.

Board Meetings

Our Board meets quarterly. These regular meetings allow the Board to stay informed about key developments, make timely decisions, and maintain effective oversight. Throughout the year, average attendance was 82%.

Committee Structure

To enhance efficiency and provide focused attention to specific areas, we have established a committee structure that supports the Board's work:

- **Finance, Risk, Audit, Governance and People Committee** Meeting quarterly, this committee oversees financial management, risk assessment, audit processes, and human resources matters. It ensures financial stability, monitors potential risks, and reviews audit findings to maintain organisational integrity. It is also responsible for maintaining and improving governance practices. It reviews policies, assesses Board performance, and ensures compliance with relevant regulations and best practices. This includes safeguarding
- **Remuneration and Conditions of Service Sub Committee** This subcommittee meets once a year to set the salaries of senior staff and review conditions of service across the organisation.

Board Effectiveness

The structure adopted by the organisation allows our Board to:

- Maintain regular oversight of organisational activities
- Delve deeply into specific areas through committee work
- Make informed decisions based on comprehensive reports and recommendations from committees
- Respond promptly to emerging challenges and opportunities
- Ensure a balanced focus on various aspects of Foothold Cymru's governance.

Further details on Board and committee membership are available on our website.

The Senior Management Team

The Chief Executive Officer (CEO) is appointed by the Trustees to oversee daily operations and has delegated authority for operational matters such as finance, employment, and performance management, as approved by the Board. The Board monitors and controls all delegated work through regular reporting. The CEO is supported by a Deputy Chief Executive and a Senior Management Team.

As of the financial year-end, Foothold Cymru employed 18 staff members on part-time or full-time contracts. The organisation is a Real Living Wage employer and is committed to transparency, maintaining an 'open door' policy that encourages staff to engage with organisational activities, strategy, and performance.

Additionally, a wellbeing officer supports staff by providing information, organising wellbeing events, and offering general support.

Volunteers

The charity was supported by 20 volunteers in 2024/25. Their skills and knowledge have been crucial in delivering our activities.

Good Governance

We comply with the Charity Governance Code in all material respects and have a programme for continual improvement.

Raising Concerns

Foothold Cymru has a whistleblowing policy that allows staff and volunteers to report concerns, alongside other processes such as grievance procedures. Complaints, grievances, and whistleblowing matters are fully investigated, and appropriate management or disciplinary actions are taken when necessary.

Ethical Policy

Our ethical policy provides a framework for the ethical execution of our charitable purposes. It helps the charity and its Trustees recognise and address ethical issues and conflicts.

Safeguarding

We have established systems to protect vulnerable individuals. This includes a Child Protection and Safeguarding Policy, a Safeguarding Adults at Risk Policy, a safeguarding code of conduct, and an online safeguarding policy. Trustees, staff, and volunteers undergo Disclosure and Barring Scheme (DBS) checks and safeguarding training, depending on the role. The organisation's work is overseen by a Safeguarding Committee, chaired by a Trustee. The committee oversees safeguarding policies and reports to the Board annually with an action plan.

Fundraising

Foothold Cymru raises funds from individuals, donors, and companies. No complaints were received regarding our practices .

Risk Management

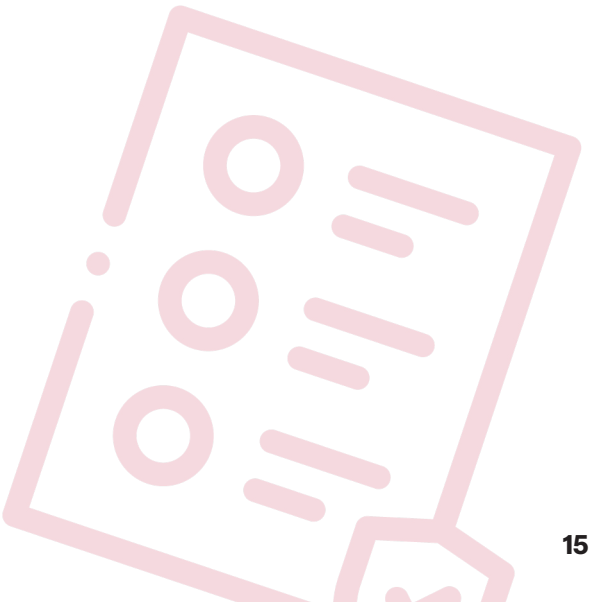
The Trustees have identified the major risks faced by the charity, aided by a robust risk management process. Risks are prioritised based on likelihood and impact, with mitigation strategies in place. Adequacy of protection measures is reviewed by the senior team and Trustees quarterly.

Public Benefit

Trustees refer to the Charities Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. As required by the Charities Act 2011, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

Pay Policy

Trustees do not receive remuneration but may claim reasonable expenses. The charity has a remuneration policy to ensure fair pay for staff. A revised pay structure was introduced in April 2023, based on recommendations from our Remuneration and Conditions of Service Sub-Group to the Board of Trustees.



Case Study: **Matthew and Emily's Family**

When Matthew and Emily first contacted Foothold Cymru, their main concern was completing a Disability Living Allowance application for their two-year-old daughter, Sarah, who has a significant disability. As staff got to know the family, it became clear that their needs extended beyond the application. Financial pressure, social isolation, and anxiety were placing considerable strain on the household.

Foothold Cymru carried out a full benefits check, resulting in successful claims for Universal Credit, Child Benefit, Council Tax Reduction, and Disability Living Allowance for Sarah. The family also received budgeting support and joined the Community Pantry, providing access to affordable food. At Christmas, the children were delighted to receive gifts donated by a local supermarket, easing the financial burden during what is often a stressful time.

Recognising the family's wider needs, staff referred them to a Flying Start Social Worker to resolve urgent housing repairs and encouraged them to attend community and family events. This helped rebuild confidence, strengthen peer connections, and create moments of joy together. Referrals were also made to young carers' services to ensure the older children received appropriate emotional and social support.

The impact has been life changing. The family's income has increased substantially, they've developed stronger budgeting habits, and their home environment is more stable. The children have enjoyed new experiences, and the parents report feeling less anxious and more hopeful about the future. As Matthew and Emily put it, "Overall, we feel more positive now, more hope for a positive change in the future."

Case Study: **The Jones Family**

Lisa, a single mother raising two teenage sons, turned to Foothold Cymru after losing her job through ill health. With debts mounting and bills overdue, tensions at home were growing. Anxiety and feelings of isolation began to take hold, leaving Lisa overwhelmed and unsure where to turn.

Staff began by offering tailored debt advice and helped Lisa connect with StepChange, supporting her through the process of collecting paperwork and preparing for appointments. A full benefits check was completed, uncovering eligibility for several entitlements, including Personal Independence Payment, Employment and Support Allowance, and housing benefits.

To ease immediate financial pressure, Lisa was given access to fresh produce through the community fridge and encouraged to join wellbeing workshops to boost her confidence and sense of connection. Regular check-ins provided emotional support, while her sons were welcomed into youth activities that helped them develop social networks and stability during a difficult time.

Gradually, the situation improved. The family's income increased, debts were brought under control, and Lisa's anxiety began to ease. Home life became calmer, and she reported sleeping better and feeling more in control. "Having someone who's got your back, having someone to message has made such a difference to me," Lisa shared, reflecting her renewed sense of hope and belonging.

Case Study: **Yasmin's Journey to Belonging**

Yasmin arrived in Wales through a resettlement scheme, seeking refuge and a fresh start after fleeing conflict in her homeland. Settling into her new community, Yasmin faced significant challenges, including difficulties in sourcing affordable halal food, which was essential for maintaining her cultural and religious identity.

The discovery of Foothold Cymru's Village Store marked a key turning point for Yasmin. The store's focus on sustainability, community, and affordability quickly made it her go-to destination for pantry staples and household essentials. What made the biggest difference was the store's occasional supply of reasonably priced halal food options, along with its fresh produce and wide variety of spices.

The stores consistent approach to the Eatwell Guide helped Yasmin achieve a balanced diet with healthier, more sustainable choices. This was particularly important as she adapted to a new country and prioritised her health and well-being.

More than just a shop, Foothold Cymru's store became a true community hub for Yasmin, offering opportunities to engage with others and cultivate a sense of belonging within the local community. The store's dedication to environmental sustainability also resonated deeply with her personal values, bringing an extra layer of meaning to her everyday shopping.

For Yasmin, the store's commitment to affordability, inclusivity, and community connection has made a profound difference — helping her feel more settled and supported as she builds her new life.

Case Study: **Cooking Up Smiles - A family's journey of growth, connection, and confidence**

"Cooking Up Smiles" has made a lasting difference for families in Llanelli, including siblings Georgie and Annie and their mother, Gail. Their story highlights how the project tackled food insecurity while building confidence, skills, and community spirit.

Each session began with a shared breakfast, giving families time to relax and connect. For Gail, this was more than a meal—it became a space to meet other parents and share experiences. Children then joined physical activities designed to boost teamwork and coordination. Georgie, who lives with autism and ADHD, first struggled to join in but soon began to flourish, growing from quiet participant to confident leader. Annie, once shy, gradually found her voice, gaining self-belief and new friends.

At the heart of the project were hands-on cooking and nutrition sessions. Guided by staff, families learned to prepare healthy, low-cost meals. Annie took to cooking with enthusiasm, while Georgie moved from reluctance to excitement, even trying new foods. With added nutrition education, they all developed a clearer understanding of balanced, affordable eating.

By the end of the summer, their transformation was clear. Georgie proudly helped prepare meals, Annie supported younger children, and Gail discovered a new circle of friends. "I feel like I can come here and relax, that I'm welcome and know my kids are safe and happy," she said.

Support also came through the Foothold Village Store, with meal vouchers and recipe cards easing financial pressure during the holidays. "Access to the community fridge has made such a difference," Gail added. "It's allowed us to eat well and not worry so much about money."

"Cooking Up Smiles" shows how combining food, friendship, and learning can truly change lives.

Case Study:
Keeping Warm with Cwtch Cynnes

Margaret, age 78, lives alone in Llanelli in a modest bungalow. With rising energy prices and a pension stretched to cover essentials, she found it increasingly difficult to heat her home during winter. Margaret was worried about her energy bills and anxious about her health, as she struggled to keep warm in the colder months.

Margaret learned about Cwtch Cynnes through a neighbour and decided to reach out for help. After completing a simple registration form and a phone conversation with Lucy, the project coordinator, Margaret was welcomed into the programme. She soon received tailored support, including advice on energy usage and practical tips for adopting more efficient practices at home.

The support made a big difference to Margaret's daily life. Lucy explained simple changes—like using draught excluders, switching to LED bulbs, and adjusting her heating schedule—which began to reduce Margaret's bills. Margaret was also encouraged to join group information sessions, where she met others facing similar challenges and found reassurance in sharing experiences.

Margaret now feels more confident managing her energy costs and takes pride in being able to stay warm independently. She noted,

"I never thought a little advice would help so much. It's good to know I'm not alone."

Through Cwtch Cynnes, Margaret has not only saved money and improved her comfort, but she has also gained a renewed sense of belonging in her community. The initiative's commitment to supporting vulnerable older people like Margaret shows how practical energy advice can empower individuals and enhance wellbeing.

Case Study:
The Foothold Bike Library

Before the project began, many unwanted or broken bicycles in Carmarthenshire were being sent to landfill, while residents struggled to find safe, affordable transport. Repairs were often out of reach because of high costs or a lack of parts, particularly for older models. At the same time, local volunteers were eager to learn hands-on repair skills but lacked the facilities and guidance to do so.

Foothold Cymru's Bike Library created a community repair-and-reuse hub, run by trained mechanics and volunteers. Donated bikes are restored for loan or reuse, and those beyond repair are dismantled so that usable parts can support future projects. Through public events such as Fix It Fairs, residents learn how to maintain and restore their own bikes rather than replace them. The project also offers young people and adults the opportunity to gain mechanical experience, practical skills, and confidence.

One Fix-It Fair visitor brought in a bike that needed a rare, costly component. Our Mechanic, Tony, recalled an unrepairable donation that had been stripped for parts—and among them was the exact piece required. It was cleaned, fitted, and tested, restoring the bike to full use without cost or waste.

The repair saved money, reduced landfill waste, and demonstrated the library's circular-economy model in action. Over the past year, dozens of bicycles have been repaired or reused, reducing emissions and improving community mobility. Sourcing older parts remains a challenge, but an organised inventory and local partnerships with bike shops and recycling centres now help meet demand.

Each repair saves up to 20 kilograms of material from landfill while supporting sustainable travel. As one user said: "It's brilliant to know the part came from another bike that would have gone to waste."

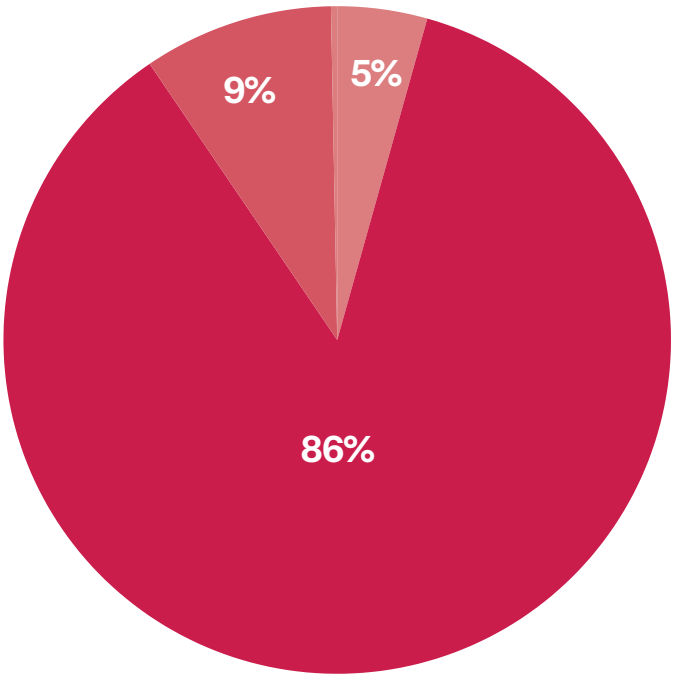
Financial Review

Where our income comes from

We rely on the generosity of all our supporters to fund our charitable activities. Our income is made up of grants, donations, trusts and foundations, investment income and in-kind contributions, e.g. food donations.

Total Income: £610,162

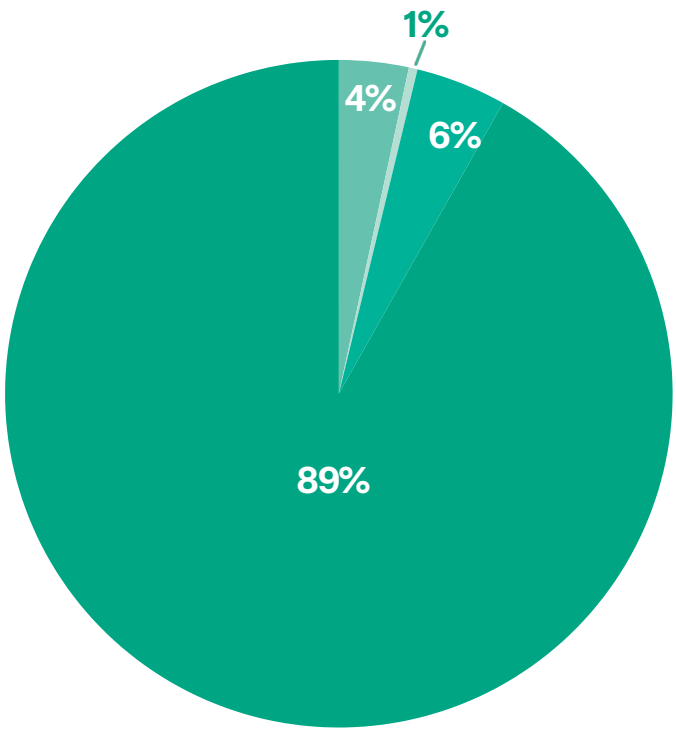
- **Grants:** 86%
- **Property Income:** 9%
- **Donations:** 5%



Where we spend our income

Total Expenditure: £790,518

- **Project Delivery:** 89%
- **Property/ Maintenance:** 6%
- **Fundraising/Development:** 4%
- **Governance:** 1%



Financial Performance 2024/25

Foothold Cymru delivered robust financial performance in 2024/25, despite ongoing economic uncertainty, increased competition for grants, and reduced funding availability. Total income for the year was £610,162, down from £877,188 in 2023/24, while total expenditure stood at £790,518, compared with £844,145 the previous year. The lower income levels from grants reflect the time spent on developing a large new funding bid of 3.2 million, which was approved in April 2025. The charity recorded a deficit of £180,356 for the year—a position anticipated by trustees and aligned with the strategic drawdown of restricted funds received in advance from the prior year.

Strategic Financial Management

Our approach to financial strategy this year was shaped by our business plan commitment to:

- Diversifying income streams
- Securing essential grants to maintain services
- Minimising central and core costs
- Maximising income from our property portfolio
- Leveraging additional support through in-kind and corporate donations
- Ensuring each project includes a costed, sustainable exit strategy so that many services continue beyond their grant funding, primarily via social enterprise development.

Financial Position and Reserves

At the year's end, net assets totalled £855,416, comprising £720,489 in unrestricted funds and £134,927 in restricted funds. Our net assets include free cash reserves of £68,029, with the remainder invested in income-generating rental properties. The negative movement in restricted funds reflects our planned use of grant income received in 2023/24 and spent during 2024/25.

The Board operates a formal reserves policy, which was reviewed and updated during the year. Foothold Cymru's revised target reserves figure is £250,000: £100,000 to cover six months' center running costs, £50,000 for new business development, and £100,000 to bridge gaps in project funding. The policy aims to ensure business continuity, respond to unexpected challenges, and support long-term sustainability

Risk Management and Financial Sustainability

Trustees regularly assess key risks and uncertainties to maintain financial resilience. Principal risks identified include cyber protection, ongoing income generation, and talent recruitment. Controls in place include a robust risk register, diversification strategies, scenario planning, and regular audit processes. These measures enable the charity to maintain effective oversight and adapt to emerging financial and operational challenges.

Impact, Value and Priorities

Our financial resources have enabled us to generate substantial social impact. This year, support provided through food stores, advice services, and financial literacy training resulted in an estimated £612,214 in household savings and directly contributed to improving community wellbeing. More than 5,500 volunteer hours further extended the charity's reach and efficiency, demonstrating the value and leverage that our financial resources achieve. This value is reflected in the fact that for each £1 invested in the charity we generate in the range of £6.03 and £6.43, in social value.

Looking ahead, our priorities for 2025/26 are to:

- Continue diversifying income, securing new grants, and building social enterprise models
- Maintain and grow our cash reserves levels
- Mitigate emerging risks through robust financial planning and risk management
- Invest in staff, volunteer capacity, and internal systems to strengthen delivery and accountability.

Thank you

In conclusion, we would like to thank the funders, foundations, trusts and business partners that have supported us:

Aviva

BBC Children In Need

Shared Prosperity Fund

Comic Relief

Crest Ceilings

Esmée Fairbairn Foundation

Garfield Weston Foundation

Henry Smith Foundation

Hubbub Foundation

Julia and Hans Rausing Trust

King Charles III Charitable Fund

Landfill Disposals Tax Communities Scheme

Lloyd & White Insurance Brokers

Masonic Charitable Foundation

Moondance Foundation

National Grid

People's Postcode Lottery

The National Lottery Community Fund

Trusthouse Charitable Foundation

Vinci Construction

Vinci Foundation

Building Communities Trust

WCVA, Volunteering Wales Strategic Grants

Welsh Government

Our Volunteers

Foothold Cymru's volunteers continue to be the heartbeat of our charity, shaping the impact we deliver across West Wales. Every day, their generosity, dedication, and skills energise our operations-whether collecting and distributing food, supporting our community kitchen, tending the garden, helping in our Pantry, or championing our Circular Economy projects.

This year, our volunteers have stepped up not only in these vital roles but also in many behind-the-scenes tasks, ensuring that our services remain accessible and responsive. Their involvement has helped us meet the evolving needs of local people, while each volunteer has gained new skills, built friendships, and grown in confidence and purpose.

Recognising the shifting landscape of volunteering, we have reimagined our volunteer programme, offering greater flexibility and a wider range of opportunities. People can now choose between short "mini volunteering" experiences, taster days, ongoing traditional roles, or specialist placements. This approach ensures everyone can contribute in a way that fits their lives and interests, making volunteering more accessible and rewarding.

We are also proud to continue to welcome volunteers with lived experience of hardship into our team. Their perspectives have guided our work, deepened our understanding, and helped us tailor our support to what matters most to our community. This inclusive approach strengthens our organisation and affirms our mission to work alongside those we serve.

To all our volunteers-long-standing or new, Foothold Cymru thanks you sincerely. Your passion and commitment drive real change, and your contributions reverberate through every success story from the past year. Your continued involvement is truly valued and makes a world of difference.

Our People

The strength of Foothold Cymru lies in the skill and dedication of our 18-strong staff team, whose commitment drives our mission. We strive to reflect the diversity of our communities, creating an inclusive workplace where every individual is valued for their unique experiences and expertise.

Our staff bring a wealth of backgrounds - from coordinators and outreach specialists to admin professionals - each playing a pivotal role in ensuring our programmes and services make a tangible difference. Every member of our team contributes to achieving our goals, providing crucial support at every stage.

Recognising that ongoing investment in people is essential, this year we have prioritised opportunities for professional growth. Team members have accessed a variety of development and training pathways, building skills that enhance both their own careers and the charity. This culture of continuous learning drives our organisational resilience and effectiveness.

Collaboration and open dialogue form the foundation of our workplace culture. By encouraging the free exchange of ideas and regular team discussions, we ensure that everyone's voice can shape how we work. Staff frequently join in team-building activities and cross-functional meetings, deepening our shared sense of purpose.

The partnership between staff and volunteers amplifies our reach and impact in West Wales. As we look back on the last year, we are grateful for the professionalism, adaptability, and hard work shown by our entire team. Their efforts have helped us navigate challenges and achieve meaningful progress. Continuing to invest in our people will remain a priority, as we build a positive, motivated environment dedicated to making a difference in our communities.

References

In Conclusion

The Trustees are pleased to present their Annual Report, together with the Charity's financial statements for the year ending 31st March 2025.

They are also prepared to meet the requirements for a directors' report and accounts under the Companies Act. The Charity Commission entered the Company onto the Register of Charities with the Registered Charity Number 1188696 in March 2020.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) as amended for accounting periods from 1 January 2016.

Administrative Details

Registered Company Number
02633128

Charity Number
1188696

Registered Office

The Lord Arthur Rank Centre
Trostre Road
Llanelli
SA14 9RA

Trustees

F. S. Roberts (Chair)
J Lewis
D J Powell
P Freeman
Rev J E Phillips
K L Owen
P R Piana
S Kays
Dr M Goodfellow Smith
J Rees
K Thomas

Company Secretaries

Janice Morgan
Mike Theodoulou

Bankers

HSBC

Accountants

Charles & Co
Chartered Certified Accountants
3 Murray Street
Llanelli, SA15 1AQ

Before joining the Bike Library, I hadn't ridden in years. Now I cycle each week with my children—it's brought us together and given us a healthier routine.

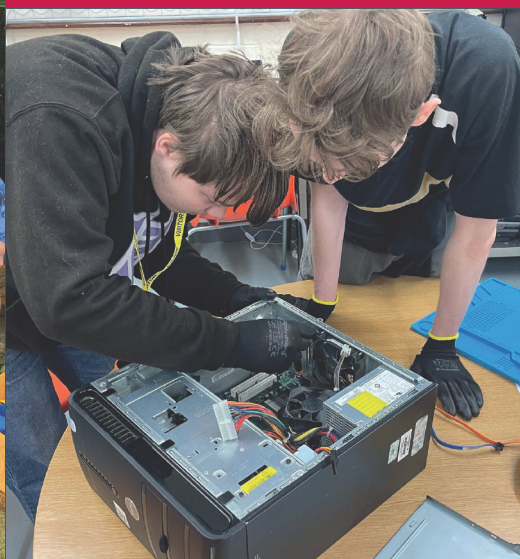
Bike Library Parent, 2025

Attending the Cooking Up Smiles group helped us learn new recipes and save money. My kids love cooking now, and we eat better without worrying as much about cost.

Cooking Up Smiles Participant, 2025

When my heating bills got too high, I felt lost and anxious. The support from Cwtch Cynnes made my home warmer and my life less stressful—I even made new friends along the way.

Cwtch Cynnes Member, 2025



FOOTHOLD CYMRU

NEWID BYWYDAU CAM WRTH GAM
CHANGING LIVES STEP BY STEP

The Lord Arthur Rank Centre,
Trostre Road, Llanelli,
SA14 9RA

01554 779910
Foothold Cymru
FootholdCymru

Foothold Cymru
Foothold Cymru

footholdcymru.org.uk

All images are Foothold Cymru stock photographs and do not relate to our Volunteering in Wales project

Foothold Cymru is a charity registered in England and Wales number: 1188696. Company registration number: 02633128.

REGISTERED COMPANY NUMBER: 02633128 (England and Wales)
REGISTERED CHARITY NUMBER: 1188696

TRUSTEES' REPORT AND

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

FOR

FOOTHOLD CYMRU

Charles & Co
Chartered Certified Accountants
3 Murray Street
Llanelli
Carmarthenshire
SA15 1AQ

FRIDAY
AEGS68MP
A25 05/12/2025 #171
COMPANIES HOUSE

FOOTHOLD CYMRU

CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

	Page
Trustees' Report	1 to 2
Independent Examiner's Report	3
Statement of Financial Activities	4
Balance Sheet	5 to 6
Notes to the Financial Statements	7 to 19

FOOTHOLD CYMRU

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees are pleased to present their annual Directors' Report together with the financial statements of the Charity for the year ending 31st March 2025. They are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The Charity Commission entered the Company onto the Register of Charities with the Registered Charity Number 1188696 in March 2020.
The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) as amended for accounting periods from 1 January 2016.

FINANCIAL REVIEW

Financial position

Foothold Cymru delivered a robust financial performance in 2024/25, despite continuing economic uncertainty, increased competition for grants, and a reduction in available funding. Total income for the year was £610,162, down from £877,188 in 2023/24, while total expenditure stood at £790,518, compared with £844,145 the previous year. As a result, the charity recorded a deficit of £180,356 for the year-a position anticipated by trustees and aligned with the strategic drawdown of restricted funds received in advance from the prior year.

Strategic Financial Management

Our approach to financial strategy this year was shaped by our business plan commitment to:

Diversifying income streams
Securing essential grants to maintain services
Minimising central and core costs
Maximising income from our property portfolio
Leveraging additional support through in-kind and corporate donations
Ensuring each project includes a costed, sustainable exit strategy so that many services continue beyond their grant funding, primarily via social enterprise development.

Financial Position and Reserves

At the year end, net assets totalled £855,416, comprising £720,489 in unrestricted funds and £134,927 in restricted funds. Our net assets include free cash reserves of £68,029, with the remainder invested in income-generating rental properties. The negative movement in restricted funds reflects our planned use of grant income received in 2023/24 and spent during 2024/25.
The Board operates a formal reserves policy, which was reviewed and updated during the year. Foothold Cymru's target reserves figure is £250,000, including £100,000 to cover six months' centre running costs, £50,000 for new business development, and £100,000 to bridge gaps in project funding. The policy aims to ensure business continuity, respond to unexpected challenges, and support long-term sustainability
Risk Management and Financial Sustainability
Trustees regularly assess key risks and uncertainties to maintain financial resilience. Principal risks identified include cyber protection, ongoing income generation, and talent recruitment. Controls in place include a robust risk register, diversification strategies, scenario planning, and regular audit processes. These measures enable the charity to maintain effective oversight and adapt to emerging financial and operational challenges.
Impact, Value and Priorities
Our financial resources have enabled us to generate substantial social impact. This year, support provided through food stores, advice services, and financial literacy training resulted in an estimated £612,214 in household savings and directly contributed to improving community wellbeing. More than 5,500 volunteer hours further extended the charity's reach and efficiency, demonstrating the value and leverage that our financial resources achieve. This value is reflected in the fact that for each £1 invested in the charity we generate in the range of £6.03 and £6.43, in social value.

Looking ahead, our priorities for 2025/26 are to:

Continue diversifying income, securing new grants, and building social enterprise models
Maintain and grow our cash reserves levels
Mitigate emerging risks through robust financial planning and risk management
Invest in staff, volunteer capacity, and internal systems to strengthen delivery and accountability.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

02633128 (England and Wales)

Registered Charity number

1188696

Registered office

The Lord Arthur Rank Centre
Trostre Road
Llanelli
Carmarthenshire
SA149RA

Trustees

F S Roberts
J Lewis
D J Powell
P Freeman
Reverend J E Phillips (resigned 14.10.2025)
Mrs K L Owen
P R Piana
Mrs S Kays (resigned 22.4.25)
Dr M Goodfellow-Smith
Ms J Rees
Ms K Thomas
Mrs E Shorland (appointed 12.8.24)

Company Secretaries

Mrs J Morgan
M Theodoulou

Independent Examiner

Charles & Co
Chartered Certified Accountants
3 Murray Street
Llanelli
Carmarthenshire
SA15 1AQ

Approved by order of the board of trustees on the 1st December 2025 and signed on its behalf by:

F S Roberts - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FOOTHOLD CYMRU

Independent examiner's report to the trustees of Foothold Cymru ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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

R. A. Williams
The Association of Chartered Certified Accountants

Charles & Co
Chartered Certified Accountants
3 Murray Street
Llanelli
Carmarthenshire
SA15 1AQ

Date: 1st December 2025

FOOTHOLD CYMRU

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	159,295	393,985	553,280	808,400
Investment income	3	56,882	-	56,882	68,788
Total		216,177	393,985	610,162	877,188
EXPENDITURE ON					
Raising funds	4	616	-	616	1,423
Charitable activities	5				
Beneficiary Support		197,040	592,862	789,902	842,722
Total		197,656	592,862	790,518	844,145
NET INCOME/(EXPENDITURE)		18,521	(198,877)	(180,356)	33,043
RECONCILIATION OF FUNDS					
Total funds brought forward		701,968	333,804	1,035,772	1,002,729
TOTAL FUNDS CARRIED FORWARD		720,489	134,927	855,416	1,035,772

The notes form part of these financial statements

FOOTHOLD CYMRU

BALANCE SHEET
31 MARCH 2025

	Notes	Unrestricted fund £	Restricted funds £	2025 Total funds £	2024 Total funds £
FIXED ASSETS					
Tangible assets	11	619,920	-	619,920	667,920
Investments	12	2	-	2	2
		619,922	-	619,922	667,922
CURRENT ASSETS					
Debtors	13	32,538	-	32,538	30,825
Cash at bank		108,698	134,927	243,625	389,534
		141,236	134,927	276,163	420,359
CREDITORS					
Amounts falling due within one year	14	(10,208)	-	(10,208)	(3,020)
NET CURRENT ASSETS		131,028	134,927	265,955	417,339
TOTAL ASSETS LESS CURRENT LIABILITIES		750,950	134,927	885,877	1,085,261
CREDITORS					
Amounts falling due after more than one year	15	(30,461)	-	(30,461)	(49,489)
NET ASSETS		720,489	134,927	855,416	1,035,772
FUNDS	17				
Unrestricted funds				720,489	701,968
Restricted funds				134,927	333,804
TOTAL FUNDS				855,416	1,035,772

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

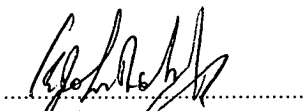
The notes form part of these financial statements

continued...

BALANCE SHEET - continued
31 MARCH 2025

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

The financial statements were approved by the Board of Trustees and authorised for issue on the 1st December 2025 and were signed on its behalf by:



F S Roberts - Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. This is not consistent with prior years. The financial statements have been prepared under the historical cost convention.

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows;
- the requirement of paragraph 3.17(d);
- the requirements of paragraphs 11.42, 11.44, 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c);
- the requirements of paragraphs 12.26, 12.27, 12.29(a), 12.29(b) and 12.29A;
- the requirement of paragraph 33.7.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Foothold Enterprise Village	-	not provided
The Business Centre	-	at varying rates on cost
The Lord Arthur Rank Centre	-	not provided
Plant and machinery	-	20% on cost
Fixtures and fittings	-	20% on cost
Motor vehicles	-	20% on cost
Computer equipment	-	20% on cost

Fixed Assets purchased with restricted funds are expensed in the year of purchase.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

continued...

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	26,604	87,328
Grants	526,676	721,072
	553,280	808,400

Grants received, included in the above, are as follows:

	2025	2024
	£	£
Other grants	526,676	721,072

3. INVESTMENT INCOME

	2025	2024
	£	£
Rents received	56,272	68,788
Deposit account interest	610	-
	56,882	68,788

4. RAISING FUNDS

Raising donations and legacies

	2025	2024
	£	£
Fundraising	616	1,423

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Beneficiary Support	784,432	5,470	789,902

continued...

6. SUPPORT COSTS

	Finance	Governance costs	Totals
	£	£	£
Beneficiary Support	2,177	3,293	5,470

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation - owned assets	48,000	55,000
Research & Development costs amortisation	-	25,458

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

9. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	394,976	420,706
Social security costs	31,348	35,302
Other pension costs	12,116	13,705
	438,440	469,713

The average monthly number of employees during the year was as follows:

	2025	2024
Management	4	6
Administration	1	1
Beneficiary Support	13	11
Other	-	1
	18	19

No employees received emoluments in excess of £60,000.

continued...

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	126,292	682,108	808,400
Investment income	68,788	-	68,788
Total	195,080	682,108	877,188
EXPENDITURE ON			
Raising funds	1,423	-	1,423
Charitable activities			
Beneficiary Support	114,183	728,539	842,722
Total	115,606	728,539	844,145
NET INCOME/(EXPENDITURE)	79,474	(46,431)	33,043
RECONCILIATION OF FUNDS			
Total funds brought forward	622,494	380,235	1,002,729
TOTAL FUNDS CARRIED FORWARD	701,968	333,804	1,035,772

11. TANGIBLE FIXED ASSETS

	Foothold Enterprise Village £	The Business Centre £	The Lord Arthur Rank Centre £	Plant and machinery £
COST				
At 1 April 2024	314,290	358,750	305,630	234,821
Disposals	-	-	-	-
Donations	-	-	-	(234,821)
Expiration of lease	-	(358,750)	-	-
At 31 March 2025	314,290	-	305,630	-
DEPRECIATION				
At 1 April 2024	-	310,750	-	234,821
Charge for year	-	48,000	-	-
Eliminated on disposal	-	-	-	-
Donations	-	-	-	(234,821)
Expiration of Lease	-	(358,750)	-	-
At 31 March 2025	-	-	-	-
NET BOOK VALUE				
At 31 March 2025	314,290	-	305,630	-
At 31 March 2024	314,290	48,000	305,630	-

continued...

11. TANGIBLE FIXED ASSETS - continued

	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 April 2024	15,041	18,699	14,819	1,262,050
Disposals	-	(18,699)	-	(18,699)
Donations	(15,041)	-	(14,819)	(264,681)
Expiration of Lease	-	-	-	(358,750)
At 31 March 2025	-	-	-	619,920
DEPRECIATION				
At 1 April 2024	15,041	18,699	14,819	594,130
Charge for year	-	-	-	48,000
Eliminated on disposal	-	(18,699)	-	(18,699)
Donations	(15,041)	-	(14,819)	(264,681)
Expiration of Lease	-	-	-	(358,750)
At 31 March 2025	-	-	-	-
NET BOOK VALUE				
At 31 March 2025	-	-	-	619,920
At 31 March 2024	-	-	-	667,920

12. FIXED ASSET INVESTMENTS

	Unlisted investments £
MARKET VALUE	
At 1 April 2024 and 31 March 2025	2
NET BOOK VALUE	
At 31 March 2025	2
At 31 March 2024	2

There were no investment assets outside the UK.

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	32,538	30,825

continued...

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	3,924	1,164
Accrued expenses	6,284	1,856
	10,208	3,020

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2025	2024
	£	£
Bank loans (see note 16)	13,679	26,081
Other loans (see note 16)	16,782	22,063
Property Bonds	-	1,345
	30,461	49,489

16. LOANS

An analysis of the maturity of loans is given below:

	2025	2024
	£	£
Amounts falling due between two and five years:		
WCVA Resilience Fund Loan	16,782	22,063
Amounts falling due in more than five years:		
Repayable by instalments:		
HSBC BBL	13,679	26,081

continued...

17. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	701,968	18,521	720,489
Restricted funds			
ST	16,125	(16,125)	-
STEBO	48,000	(48,000)	-
YFS	39,147	(39,147)	-
VIW2	12,050	(12,050)	-
TT	13,201	(13,201)	-
FCFH	10,876	(10,876)	-
FG	38,381	(5,679)	32,702
EF	2,177	348	2,525
SV3	60,798	(60,798)	-
CYCLE	38,773	(35,622)	3,151
PCH	7,000	(7,000)	-
B2B HS	30,790	(2,021)	28,769
KCCF	9,463	237	9,700
BRS	7,023	(7,023)	-
SVF3-2	-	58,080	58,080
	333,804	(198,877)	134,927
TOTAL FUNDS	1,035,772	(180,356)	855,416

continued...

17. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	216,177	(197,656)	18,521
Restricted funds			
ST	45,994	(62,119)	(16,125)
STEBO	-	(48,000)	(48,000)
YFS	-	(39,147)	(39,147)
HUBB	5,000	(5,000)	-
VIW2	2,491	(14,541)	(12,050)
TT	-	(13,201)	(13,201)
CIN	10,500	(10,500)	-
FCFH	-	(10,876)	(10,876)
FG	65,404	(71,083)	(5,679)
EF	55,000	(54,652)	348
OL	31,098	(31,098)	-
SV3	16,518	(77,316)	(60,798)
CYCLE	-	(35,622)	(35,622)
PCH	-	(7,000)	(7,000)
B2B HS	64,950	(66,971)	(2,021)
KCCF	9,700	(9,463)	237
BRS	4,250	(11,273)	(7,023)
SVF3-2	58,080	-	58,080
GCDEV	25,000	(25,000)	-
	393,985	(592,862)	(198,877)
TOTAL FUNDS	610,162	(790,518)	(180,356)

continued...

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	622,494	79,474	701,968
Restricted funds			
ST	-	16,125	16,125
STEBO	103,000	(55,000)	48,000
YFS	119,049	(79,902)	39,147
VIW2	-	12,050	12,050
SV2	5,037	(5,037)	-
TT	18,509	(5,308)	13,201
CIN	43,550	(43,550)	-
FCFH	-	10,876	10,876
JHR	7,312	(7,312)	-
CR	18,385	(18,385)	-
FG	65,393	(27,012)	38,381
EF	-	2,177	2,177
SV3	-	60,798	60,798
CYCLE	-	38,773	38,773
PCH	-	7,000	7,000
B2B HS	-	30,790	30,790
KCCF	-	9,463	9,463
BRS	-	7,023	7,023
	380,235	(46,431)	333,804
TOTAL FUNDS	1,002,729	33,043	1,035,772

continued...

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	195,080	(115,606)	79,474
Restricted funds			
ST	76,657	(60,532)	16,125
B2B	5,203	(5,203)	-
STEBO	-	(55,000)	(55,000)
YFS	56,958	(136,860)	(79,902)
TZWH	3,832	(3,832)	-
VIW2	35,231	(23,181)	12,050
SV2	54,174	(59,211)	(5,037)
TT	24,621	(29,929)	(5,308)
CIN	-	(43,550)	(43,550)
FCFH	99,201	(88,325)	10,876
JHR	-	(7,312)	(7,312)
CR	-	(18,385)	(18,385)
FG	32,702	(59,714)	(27,012)
EF	63,500	(61,323)	2,177
OL	23,806	(23,806)	-
LIDL	5,000	(5,000)	-
WARMS	9,826	(9,826)	-
SV3	63,986	(3,188)	60,798
CYCLE	39,998	(1,225)	38,773
PCH	7,000	-	7,000
B2B HS	31,700	(910)	30,790
KCCF	9,463	-	9,463
BRS	39,250	(32,227)	7,023
	682,108	(728,539)	(46,431)
TOTAL FUNDS	877,188	(844,145)	33,043

continued...

17. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.23 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	622,494	97,995	720,489
Restricted funds			
STEBO	103,000	(103,000)	-
YFS	119,049	(119,049)	-
SV2	5,037	(5,037)	-
TT	18,509	(18,509)	-
CIN	43,550	(43,550)	-
JHR	7,312	(7,312)	-
CR	18,385	(18,385)	-
FG	65,393	(32,691)	32,702
EF	-	2,525	2,525
CYCLE	-	3,151	3,151
B2B HS	-	28,769	28,769
KCCF	-	9,700	9,700
SVF3-2	-	58,080	58,080
	380,235	(245,308)	134,927
TOTAL FUNDS	1,002,729	(147,313)	855,416

continued...

17. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	411,257	(313,262)	97,995
Restricted funds			
ST	122,651	(122,651)	-
B2B	5,203	(5,203)	-
STEBO	-	(103,000)	(103,000)
YFS	56,958	(176,007)	(119,049)
TZWH	3,832	(3,832)	-
HUBB	5,000	(5,000)	-
VIW2	37,722	(37,722)	-
SV2	54,174	(59,211)	(5,037)
TT	24,621	(43,130)	(18,509)
CIN	10,500	(54,050)	(43,550)
FCFH	99,201	(99,201)	-
JHR	-	(7,312)	(7,312)
CR	-	(18,385)	(18,385)
FG	98,106	(130,797)	(32,691)
EF	118,500	(115,975)	2,525
OL	54,904	(54,904)	-
LIDL	5,000	(5,000)	-
WARMS	9,826	(9,826)	-
SV3	80,504	(80,504)	-
CYCLE	39,998	(36,847)	3,151
PCH	7,000	(7,000)	-
B2B HS	96,650	(67,881)	28,769
KCCF	19,163	(9,463)	9,700
BRS	43,500	(43,500)	-
SVF3-2	58,080	-	58,080
GCDEV	25,000	(25,000)	-
	1,076,093	(1,321,401)	(245,308)
TOTAL FUNDS	1,487,350	(1,634,663)	(147,313)

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

continued...

19. RESTRICTED FUNDS KEY

The Key to our restricted funds is as follows:

ST- The Big Lottery Fund funding our Stronger Together project.

STEBO- Long term lease of property in Stebonheath Terrace Llanelli.

YFS- The National Lottery Community Fund funding our Y Fasged Siopa Project.

HUBB-Hubbub Foundation funding our Community Fridge.

VIW2- WCVA Volunteering in Wales funding our Food Resilience Volunteers project.

SV2- Volunteering Wales Strategic Grants 2022/23, administered by the WCVA funding our Strategic Volunteering Project.

TT- The Masonic Charitable Foundation funding our Time Together Project.

CIN- Children in Need funding our Youth Strategic Volunteering Project.

FCFH- The National Lottery Community Fund funding our Foothold Community Food Store.

JHR- The Julia & Hans Rausing Trust contributing towards the funding of our Food Bank.

CR- Comic Relief via the WCVA contributing towards the funding of our Food Bank.

FG- Trusthouse Charitable Foundation and The Moondance Foundation funding our Family Guides Project.

EF -The Esmee Fairbairn Foundation funding our Full Circle Project

OL- Our Llwynnendy

WARMS-The National Grid funding our Warm Spaces Project.

SV3- Volunteering Wales Strategic Grants 2023/24, administered by the WCVA funding our Strategic Volunteering Project.

CYCLE- The Welsh Government's Landfill Disposals Tax Communities Scheme, administered by WCVA, funding our Pedal Power Project.

PCH-Pencader Community Food Hub

B2BHS- The Henry Smith Charity funding our Back 2 Basics Project.

KCCF- King Charles Coronation Fund

BRS- Hubbubb Foundation funding our Bright Sparks Project.

SVF3-2- Volunteering Wales Strategic Grants 2024/25, administered by the WCVA funding our Strategic Volunteering Project.

GCDEV- The National Lottery Communties fund

We would also like to extend our gratitude to The Garfield Weston Foundation and The People's Postcode Lottery Community Trust for core funding received.

Foothold Cymru

England & Wales - Charity number 1188696

Accounts

Annual Report
2023/24

FOOTHOLD CYMRU
NEWID BYWYDAU CAM WRTH GAM
CHANGING LIVES STEP BY STEP

footholdcymru.org.uk

Contents

Welcome from our Chairman and CEO 3

About us 4

Impact report 6

Trustees' report 8

- Reducing Hardship 8
- Increasing environmental justice 9
- Building strong communities 10
- Increased engagement with learning 11

Looking Forward to 2024/25 12

Case studies 14

Strategic report 22

- Objectives and aims of the organisation 22

Financial review 25

Our thanks 28

- Our funders 28
- Our volunteers 28
- Our people 29

References 30

Welcome from our Chairman and CEO

As we reflect on the past year, we are proud of the progress we've made towards our vision of a Wales free from poverty, where social, economic, and environmental justice is within reach for all. The challenges we face, both globally and locally, are profound, but so too is the resilience and determination of the communities we serve.

In these difficult times, our mission has never been more urgent. Families across Wales are struggling with the impact of economic uncertainty, environmental challenges, and social inequalities. Yet, despite these obstacles, we continue to witness extraordinary acts of solidarity, hope, and transformation. Our work, guided by our core values and strategic priorities, has had a tangible impact on empowering individuals, strengthening communities, and driving sustainable change.

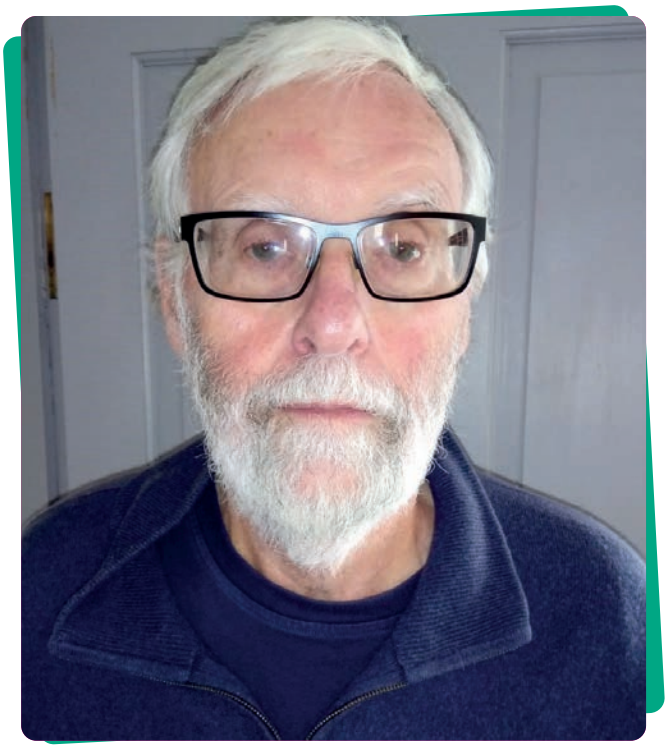
This year, we expanded our efforts to not only meet immediate needs but also to address the root causes of poverty and inequality. Through our focus on education, environmental justice, and community development, we are creating long-term pathways for growth and resilience. We are proud of the collaborations we've formed and the progress we've achieved, but we know there is much more to do.

At a time when funding from Trusts and Foundations is under severe pressure, we're delighted that several new funders – including King Charles III Charity – have chosen to invest in Foothold's work, adding to our existing portfolio of prestigious funders. This reflects both our commitment to co-production with our community, and our investment in a team and systems which are dedicated to ensuring quality and continuous improvement.

We are deeply grateful to our staff, volunteers, Board, Steering Committee members, partners, funders and supporters. Without your unwavering dedication, none of this would be possible. Together, we are making meaningful strides towards a fairer, greener, and more just Wales, a Wales where we have played our part in supporting essential change.

Thank you for standing with us. We look forward to building on this momentum in the coming year and continuing our journey toward a brighter future for all.

Mike Theodoulou, Chief Executive Officer



Fred Roberts, Chair of Trustees

About us

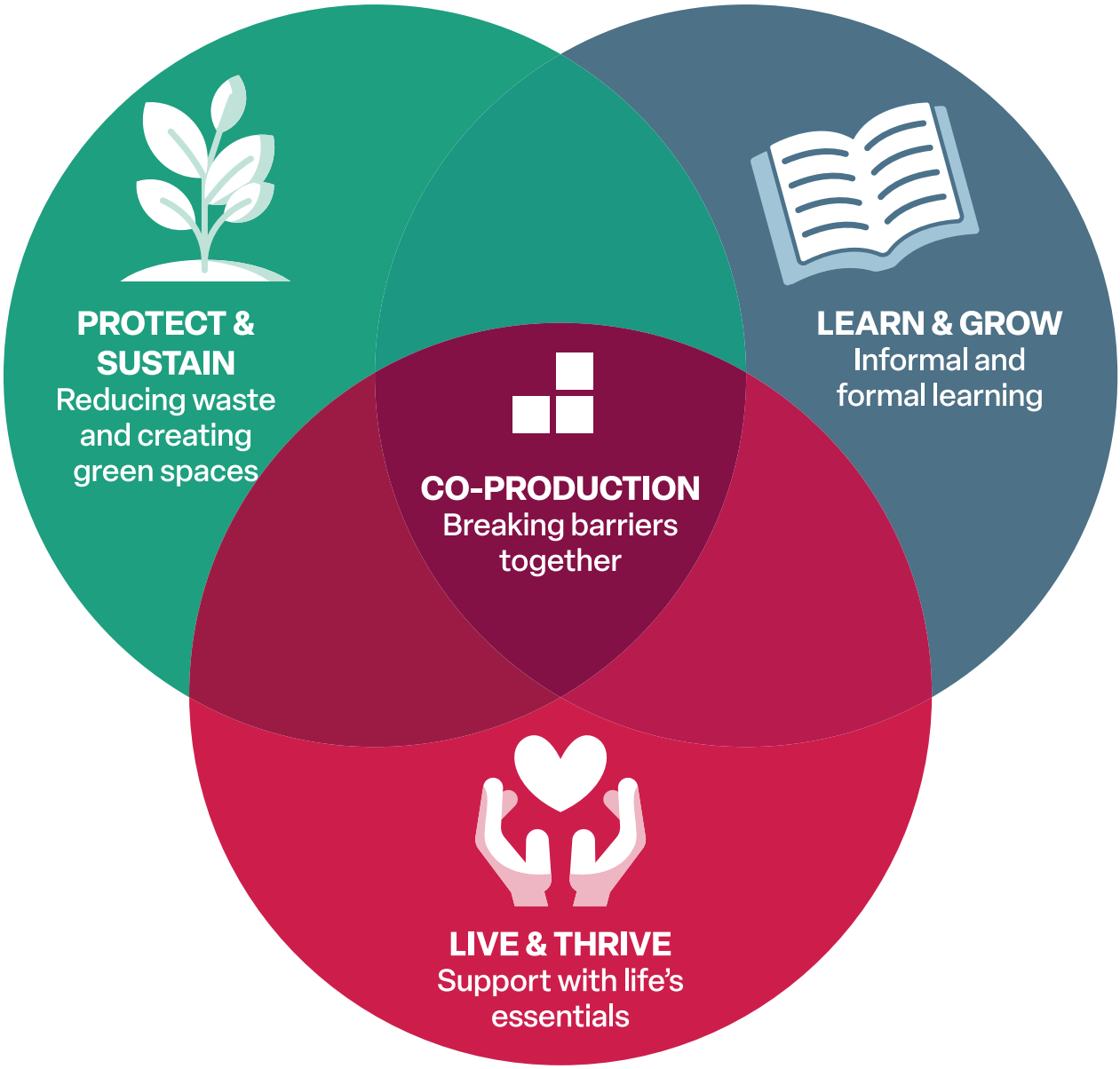
Foothold Cymru is a social justice organisation, established over 30 years ago. Our vision is of a Wales where every individual enjoys a decent standard of living, free from poverty, with social, economic and environmental justice for all.

Our mission is to support people to address the causes and consequences of poverty and inequality, through designing our services with, not for, individuals and communities most affected by these issues. We support people to thrive, not just survive.

Our services change lives and are grouped under the three themes:

- Live and Thrive
- Learn and Grow
- Protect and Sustain

These are the areas which our community members tell us present the biggest challenges for them and where our evidence and feedback shows we are making a positive, sustained impact.



Each one is a vital part of our journey towards our vision of a Wales with social, economic and environmental justice for all; each area is connected, so our response must be too.

This work is underpinned by our recognition that the solutions, and the skills to put them in place, are often to be found in the lived experiences and understanding of the people and communities affected. Our recognition finds expression in projects that develop the capacity of individuals to contribute and our determination to put co-production at the heart of all our work. Our objectives and activities reflect the charity's principles, which are:

Our principles

Community: Strong communities as loci for mutual support and the realisation of individual potential.

Human enterprise and endeavour: as the drivers for individual and communities to address the challenges they face.

Sustainable development: through which the security of future generations is protected by the responsible practices and use of resources of the current generation.

Education: both formal and informal, as a means by which individual potential can be realised.

Our strategic priorities

Collaboration: We believe partnerships are essential for creating meaningful change. By working together with communities, businesses, other charities, and the public sector, we can pool resources and develop comprehensive solutions to social, environmental, and economic challenges. Collaboration makes our efforts more effective and inclusive.

Transparency: Openness builds trust. We maintain transparency in our operations and decision-making to keep our stakeholders informed and involved. This approach reinforces our commitment to a just and fair Wales.

Sustainability: We focus on long-term solutions that benefit current and future generations. By integrating sustainability into our work, we aim to create lasting positive change for people and the environment in Wales.

Empowerment: We empower individuals and communities to shape their own futures, amplifying voices that are not always heard. Through education, skill-building, and advocacy, we provide the tools to support people to overcome hardship and inequality. This enables everyone to actively participate in achieving social justice.

Impact report – Timeline highlights from the year 2023/24:

This year has been both busy and exciting for Foothold Cymru! Staying true to our commitment to tackle the causes and consequences of poverty and inequality, we launched new volunteer and environmental projects, supported people of all ages through informal learning and activities, and provided families with access to affordable food, helping them make ends meet.

October 23

Website Launch

Launched our new website, designed by local agency Tinint giving a more accessible and accurate image of the services we provide.

October 23

AVIVA

Nominated by Davies Craddock for a £5k grant in the AVIVA Community Awards—and we won!

September 23

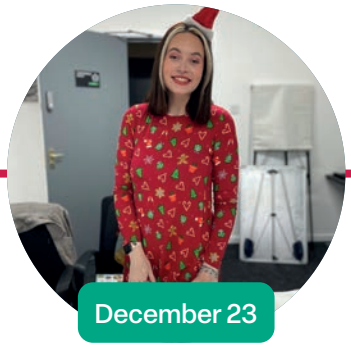
Llanelli 1/2 Marathon

Tata Steel and Davies Craddock staff participated in the Llanelli ½ Marathon, raising thousands to support our work.

November 23

BBC Wales feature

BBC Wales featured us, showcasing how Foothold Cymru is helping communities tackle the cost-of-living crisis, especially in ensuring no one goes hungry.



December 23

Christmas

Staff packing Christmas gifts for the Children and young people we support.

Here are some highlights:

April 23

Time Together

Time Together After School Clubs launched, providing free extracurricular activities for over 150 children throughout the project.

May 23

Volunteens

Our Volunteens project kicked off, offering nearly 300 young people the chance to volunteer in their community.

August 23

Summer of Fun

Our first Summer of Fun club provided free activities, breakfast and lunch for over 80 families throughout the summer.

July 23

Fruit and Veg Hub

Marked the end of our successful pilot Fruit and Veg Hub, delivering locally grown produce to public sector kitchens across Carmarthenshire, demonstrating how public procurement can work to support small growers.

June 23

National Volunteer Week

Celebrated our incredible volunteers during National Volunteer Week.

January 24

Commuity Cooking Workshops

Our weekly Community Cooking Workshops remained popular, providing hot lunches in our Warm Hub and keeping the community fed and warm.

February 24

Full Circle Project

Our first Full Circle Community Litter Pick saw 34 volunteers collect over 40 bags of rubbish! Helping to transform Llanelli into a Zero Waste Town.

March 24

Bright Sparks

Our Bright Sparks project distributed refurbished laptops and phones to families in need, repurposing and repairing waste destined for landfill.

Trustees' Report

Achievements and Performance

Reducing Hardship*

Our vision of a poverty-free Wales drives us to alleviate hardship by addressing both immediate needs and tackling the root causes of deprivation. We empower local people to develop their own solutions, from community-run food hubs to sustainable gardening projects, fostering an environment where individuals and families can thrive. Our priority is to build long-term resilience, ensuring everyone can reach their full potential, with no one left behind.

Why we are needed

Carmarthenshire faces growing levels of poverty and deprivation, often exceeding national averages:

- In 2022-23, 34.5% of Carmarthenshire households lived in poverty, compared to the Welsh average of 33%. The 8th highest level of poverty in Wales.
- This represents a stark 6.3% increase from the previous year, with 29,444 households now affected.
- 12% of Carmarthenshire households experience material deprivation, higher than the Welsh average of 11.3% (2021/22).
- Three areas in Carmarthenshire rank within Wales' top 100 most deprived: Tyisha (17th), Glanymor (68th), and Bigyn (84th).
- Child poverty remains critical, with 31.3% of children affected, placing Carmarthenshire 10th highest in Wales.

The relentless rise in living costs has created unprecedented challenges, particularly for those already struggling financially. The surge in energy and food costs during 2023/24 has intensified pressure on family incomes, making our work more crucial than ever.

**Stats taken from the 'Carmarthenshire Tackling Poverty Plan 2023'.*

What we do

- **Reduce household costs:** Our Community Food Stores, clothes and school uniform exchanges, and holiday clubs help low-income families stretch their budgets.
- **Enhance financial literacy:** We empower individuals through money management courses, equipping them with essential financial skills.
- **Provide energy advice:** We support households in reducing energy costs, promoting both financial and environmental sustainability.
- **Offer mentoring:** Our Family Guides provide tailored support to families struggling on low incomes, helping them navigate challenges and build resilience.
- **Co-produce with lived experience:** We actively collaborate with individuals who have experienced poverty, co-producing services to ensure they are accessible, relevant, and truly effective.

Our impact this year

- Generated £678,809 in individual household savings, directly improving the financial stability of our community members.
- Supported over 2,500 individuals through our food services, reducing food insecurity in Carmarthenshire.
- Conducted over 100 energy advice sessions, helping families lower their utility bills by an average of 15%.
- Provided financial literacy training to nearly 300 individuals, with 80% reporting improved money management skills.
- Engaged over 50 volunteers with lived experience, enhancing the relevance and accessibility of our services.
- Advocated for policy changes, contributing to local government initiatives aimed at reducing poverty.

Through these efforts, we've not only provided immediate relief but also empowered our community members to build a more secure future. Our work continues to be vital in the face of ongoing economic challenges, and we remain committed to our vision of a poverty-free Wales.

Increasing environmental justice

We envision a Wales where economic progress and environmental stewardship go hand in hand. Through our strategic zero-waste project, delivery initiatives such as our e-waste project, and a range of community-led work such as local food-growing schemes and litter picks, we champion environmental justice while amplifying the voices of those often unheard. While government policies are essential, true change happens at the local level. We promote a circular economy by providing opportunities for communities to engage in activities that reduce waste through repair and reuse.

Why we are needed

- Local people often lack the resources and opportunities to adopt circular economy practices, complain of being excluded from climate change discussions, and resent solutions imposed by government at all levels.
- Our community is increasingly recognising the links between cost savings and zero waste initiatives such as repair and recycling, and is requesting help to respond to this.
- Air quality in built-up areas is poor.
- Limited access to green spaces.
- Fly-tipping and litter in local areas, including areas of natural beauty such as beaches and parks.

What we do

- **E-Waste solutions:** Train young people to repair electronic devices, diverting waste from landfills. This enables us to provide refurbished technology to community members who are digitally excluded.
- **Community repaint store:** Offer recycled paint at low cost, reducing waste and making home improvements accessible.
- **Arts and crafts scrap store:** Provide a space for exchanging craft materials, promoting creative reuse.
- **Swap events:** Host community item exchanges, fostering a culture of reuse.
- **Tool library:** Offer tool lending services and collect unused tools for community use.
- **Clothes and uniform exchange:** Facilitate the exchange of children's clothing and uniforms.
- **Composting initiatives:** Provide a community composting site and education on home composting techniques.
- **Repair cafés:** Host events where volunteers help fix broken items, promoting repair over disposal.
- **Upcycling workshops:** Teach techniques to transform discarded items into useful products.
- **Zero waste education:** Conduct workshops on reducing waste in everyday life.
- **Community garden:** Grow food sustainably, supporting our community fridge and teaching home gardening skills.

Our impact this year

- Diverted 25 tonnes of waste from landfill, including e-waste, food, textiles and paint.
- Educated over 500 community members on zero waste principles, with 73% reporting reduced household waste.
- Organised a variety of exchange events, with nearly 2500 items finding new homes and destined for reuse.
- Repaired nearly 500 items, extending their lifespan and saving resources.
- Through these initiatives, we've not only reduced waste and resource consumption, but also fostered a strong sense of community and environmental responsibility. Our work continues to be crucial in building a more sustainable and equitable Wales, demonstrating that environmental action can go hand-in-hand with social and economic benefits.

Building strong communities*

At Foothold Cymru, we believe strong communities are the foundation for positive change. Our focus is on empowering local people to come together, identify shared challenges, and develop their own solutions. We do this by building skills, fostering collaboration, and tapping into existing community strengths.

Why we are needed

- In Wales, 25% of people aged 65 and over live alone, increasing their risk of social isolation and loneliness. By 2030, it's projected that 1 in 4 people in Wales will be aged 65 and over.
- Areas with strong social connections show up to 15% lower mortality rates.
- Communities with higher social capital are 2-5 times more likely to recover quickly from disasters.
- Volunteering contributes an estimated 1.7 billion annually to the Welsh Economy.
- 32% of Wales's population lives in rural areas, often facing issues of isolation and limited access to services.
- Areas with strong community development show up to 30% higher levels of trust between residents.

**Stats taken from WCVA National Survey of Wales 2023*

What we do

- **Volunteering programmes:** We create diverse volunteering roles that allow individuals to contribute their skills and time whilst building meaningful relationships, experience and new skills.
- **Shared spaces:** We work with communities to establish and maintain spaces and groups that serve as a physical gathering point for socialising and sharing experiences.
- **Capacity building:** We provide training, mentoring and hands on experience to help community members to develop leadership, project management and problem-solving skills. Our approach focuses on identifying and leveraging existing community strengths and resources.
- **Community cohesion events:** In partnership with Llanelli Multicultural Network, we host events that bring together people to celebrate diversity and promote understanding.
- **Co-production:** We bring diverse community members together regularly to collaboratively design solutions that meet community needs.

Our impact this year

Our community-focused initiatives have yielded significant positive outcomes across various aspects of community life:

- We established four new food alliances in rural Carmarthenshire to tackle food insecurity, building a sustainable legacy.
- Our various community initiatives supported over 500 individuals to connect, with 83% reporting increased community engagement.
- Our volunteers contributed 5,000+ hours during the year.
- The co-production and lived experience groups we facilitated have directly shaped local projects, like our Community Food Hub in Llanelli and our Children In Need funded project "Build On Red".
- Our partnership events with Llanelli Multicultural Network improved intercultural awareness for 75% of participants.
- Using social return on investment methodologies, we've calculated that our activities delivered £5.40 for every £1 invested in the organisation.

These outcomes demonstrate tangible progress in building stronger, more cohesive communities across Wales. By empowering local people, fostering connections, and building on community assets, we're contributing to a more resilient and engaged society. Our work continues to address the pressing need for increased civic participation while nurturing a sense of belonging and shared purpose among residents.

Increased engagement with learning*

In Wales, education and lifelong learning are crucial for social mobility and economic justice. By increasing engagement with learning, we empower individuals to gain essential skills and knowledge, enabling them to succeed and contribute meaningfully to their communities. Education serves as a pathway out of poverty, allowing everyone to aspire to and achieve a better future.

Why We Are Needed

- The NEET (Not in Education, Employment, or Training) rate for 16–18-year-olds in Wales was 6.6% in the year ending March 2024, increasing to 14.5% of people aged 19 to 24.
- In Carmarthenshire, 31.3% of children live in poverty, placing it 10th highest in Wales for child poverty rates.
- 12% of adults in Wales lack basic digital skills.
- Wales lags behind other UK nations in reading, mathematics, and science according to the 2018 PISA results.
- Only 67.9% of working-age adults in Wales were qualified to at least Level 2 in 2021, lower than the UK average of 78.2%.

**All the statistics here are from ONS data.*

What We Do

- **Afterschool clubs and activities:** Engaging extracurricular programmes exploring arts, sports, and STEM, as well as promoting soft skills such as teamwork, problem solving and communication skills.
- **Life skills training:** Workshops on cooking, housekeeping, and personal development.
- **Employment & career guidance:** CV writing, job search techniques, interview skills workshops, internships, and placements.
- **Workshops and courses:** Diverse learning opportunities in arts, crafts, cooking, and gardening.
- **Financial literacy workshops:** Programmes on budgeting, saving, and understanding credit.
- **Parenting support workshops:** Equipping parents with strategies to support their children's learning.
- **Digital skills training:** Providing free access to computers and infrastructure, Wifi, and digital skills training.

Our impact this year

- 76% of participants reported increased confidence in tackling new challenges.
- Afterschool and young volunteer programmes engaged nearly 400 young people, with 85% showing improved confidence and skills.
- 90% of workshop attendees reported gaining new skills directly applicable to their daily lives or career prospects.
- Financial literacy workshops and support helped 180 individuals create personal budgets.
- Digital inclusion initiatives provided internet access to 100 previously unconnected households.

Looking Forward to 2024/25

As we look ahead to 2024/25, we are committed to deepening our impact and driving positive change across Carmarthenshire's most pressing social, economic, and environmental issues.

Given the current economic outlook, the year is expected to bring both opportunities and challenges: we are prepared to respond with targeted, community-led interventions that make a tangible difference to those we serve.

Tackling poverty and inequality

We remain focused on addressing the high levels of poverty and deprivation across the county, particularly in the most affected areas, whether rural or urban. With over a third of households living in poverty, and child poverty rates exceeding the national average, our work is more important than ever. In 2024/25, we will expand our support services to help more families and individuals gain access to essential resources, including financial advice and employment opportunities.

Strengthening our partnerships and expanding our reach

The scale of the challenges we face demands a collective effort. In the coming year, we will focus on strengthening our partnerships with local authorities, businesses, community groups, and other charities to maximise our impact. We will also explore new funding opportunities to expand our services, ensuring that we are well-positioned to respond to emerging needs in the community.

Education and skills development

Building on our work to close the attainment gap and support young people's futures, we will enhance our programmes aimed at improving educational outcomes and lifelong learning. By collaborating with local schools, training providers, and employers, we will provide pathways for young people to engage in education, training, and meaningful employment. Our goal is to reduce the percentage of school leavers not in education, employment, or training (NEET) and ensure that young people in Carmarthenshire have the skills they need to succeed.

A vision for social justice

Our overarching goal remains to create a Carmarthenshire where everyone can thrive. By promoting social, economic, and environmental justice, we aim to build stronger, more resilient communities. In 2024/25, we will continue to amplify the voices of those we support, advocating for policies and initiatives that promote equality and justice across the county.

As we move into the next year, we are motivated by the progress we have made and inspired by the resilience of the people we serve. While the road ahead may be challenging, we are confident that by working together, we can make 2024/25 a year of meaningful change for the communities we serve.

Environmental resilience and sustainability

Environmental challenges, including flooding and pollution, continue to threaten the wellbeing of our communities and the natural environment. In 2024/25, we will strengthen our focus on sustainability, working with local partners to support biodiversity, reduce waste, and recycle, reuse and repair. Our commitment to reducing carbon emissions will continue, as we aim to contribute to Carmarthenshire's progress toward lower CO^2 emissions and climate resilience.

Case Study:
Bright Sparks – Tackling Digital Exclusion

The Bright Sparks project, funded by Hubbub and Virgin O2, provided invaluable support to those experiencing digital exclusion in the community. The initiative focused on training young people to repair donated technology, which was then redistributed to local residents in need. This approach not only developed technical skills in young people but also directly benefited those who could not afford essential tech devices.

One of the most poignant stories came from a local care team supporting a non-verbal client. His tablet, crucial for communication, had broken, and he was unable to afford a replacement. The situation caused significant distress for both him and his carers. Bright Sparks stepped in to provide a refurbished tablet at no cost, restoring his ability to communicate. This intervention reduced his isolation and brought immense relief to his care team. In another instance, a young man who had lost his possessions in a house fire received a repaired laptop from Bright Sparks. With this device, he was able to continue his online training, job search, and access entertainment, even while in temporary accommodation.

The project also reached older adults. During the Big Giveaway event, a woman in her 60s received her first-ever laptop, allowing her to take that first step to overcome digital exclusion. Additionally, a young girl who had recently started secondary school received a laptop, enabling her to complete her homework. One particularly moving moment came when a Syrian refugee woman waited an hour before the event opened to secure a laptop for her children. The relief and gratitude she expressed highlighted the profound impact of this initiative on her family's future.

The success of Bright Sparks extended beyond individual cases. The project partnered with local schools to provide workshops on basic computer maintenance and repair. This not only enhanced the sustainability of the initiative but also inspired some students to consider careers in technology. Furthermore, Bright Sparks collaborated with local businesses to secure regular donations of outdated but functional equipment. This partnership not only increased the project's capacity to help more people but also raised awareness about digital exclusion in the corporate sector.

The project's impact was quantifiable and significant. Over its first year, Bright Sparks refurbished and distributed 104 devices, trained 26 young people in tech repair, and diverted an estimated 500kg of e-waste from landfills. The initiative also hosted community workshops supporting 119 local people to learn more about how to prevent ewaste.

Bright Sparks both diverted substantial e-waste from landfill and provided essential tools and restored dignity and opportunity to those facing digital exclusion. By addressing the environmental and social aspects of technology use, the project created a model for sustainable, community-driven solutions to digital inequality.

Case Study: **Bridging Divides Through Art and Culture**

Foothold Cymru, in partnership with the Llanelli Multicultural Network, organised a groundbreaking event in February 2024 to address recent racial tensions in the community. The initiative aimed to unite young people and families from diverse backgrounds, strengthening community bonds and highlighting shared values through creative expression and cultural exchange.

The centrepiece of the event was a collaborative graffiti wall themed around "What home means to me". This artistic project provided a powerful visual representation of unity, allowing young participants to express their thoughts on belonging. The wall became a symbol of shared identity, transcending cultural differences.

The inclusive gathering featured a range of activities designed to celebrate diversity and foster understanding:

- Cultural storytelling sessions encouraged participants to share personal experiences, building empathy and cross-cultural dialogue.
- Interactive stations showcased artifacts, traditions, and cuisines from various cultures, celebrating the community's rich diversity.
- Live performances featuring music and dance from different cultural backgrounds energised the event.
- A cultural exchange zone facilitated the swapping of cultural items, promoting connections and perspective-sharing.

The impact was profound. Over 200 attendees from at least 12 different cultural backgrounds participated. Post-event surveys revealed that 95% of participants felt their understanding of other cultures had improved, while 89% reported a stronger sense of community belonging.

Nia*, a 15-year-old participant, reflected, "I've lived in Llanelli all my life, but today I learned so much about my neighbours' cultures. It made me realise we're all part of one community."

The event successfully reminded attendees that shared values and a sense of belonging far outweigh divisions. Young people reported feeling a deeper connection to peers from different backgrounds, with the graffiti wall standing as a lasting testament to the power of collaborative art in bridging cultural divides.

This case study demonstrates how creative, culturally sensitive initiatives can effectively address community tensions and foster unity. By combining art, storytelling, and cultural exchange, Foothold Cymru created a platform for young people in the town to embrace both their individual identities and the diversity around them. The success of this event lays the groundwork for a more cohesive community in Llanelli. It provides a replicable model for other communities facing similar challenges, showing how engaging young people through creativity and cultural appreciation can build lasting bridges and promote social harmony.

* Name changed to protect identity

Case Study: **Carly's journey to volunteering**

Carly*, who is in her mid-thirties, is married and the mother of 4 children. Carly falls into the group often described as, "just about managing". Whilst increased prices and stagnant wages are taking their toll on her family financial situation, through stringent household management and budgeting Carly makes sure her family get by. This was not always the case: having had her first child at 17, Carly found herself a single mother when her son was only a year old. She explains that these were tough times and that she had often struggled financially and if it wasn't for the support of family she would often have had to do without.

Carly joined Foothold Cymru in the summer of 2023. She had seen a social media post describing our Food Hub services and initially signed up as a member of our Community Food Store. She not only liked the environmental aspect of using surplus food but also the opportunity it gave her of making her family budget go that much further, particularly towards the end of each month when finances become very tight.

Whilst visiting the food store Carly was made aware of some of the other services delivered by Foothold Cymru. Carly, who described herself as a 'not very good confident cook' hesitantly agreed to attend one of our cooking on a budget course to see how she would get on. To her surprise, she had a great time and learnt a lot about preparing and cooking healthy meals on a budget.

As weeks passed, Carly's confidence blossomed, evident in her increasing participation and leadership within the sessions. Encouraged by her newfound culinary skills and burgeoning confidence, she took the leap to become a Food Hub Volunteer. Months down the line, Carly has emerged as one of the organisation's most dedicated volunteers, actively contributing to community cooking sessions and assisting in the preparation of meals for the community warm hub.

Additionally, she finds enjoyment in supporting parents and children alike during summer holiday clubs, fostering connections and promoting healthy eating habits.

When asked about her motivation for volunteering Carly reflected, "It's just giving back isn't it, I had help and now I enjoy helping other people".

* Name changed to protect identity

Case Study:
Building community connections through volunteering

Emma*, a 24-year-old single mother, struggled with financial hardship and isolation while raising two young children. With limited support and few employment opportunities, she sought ways to build her confidence, develop new skills, and connect with her community. She discovered our organisation through a volunteer at Foothold, who encouraged her to join in with one of our workshops.

Emma joined our community cooking scheme, initially helping out in the kitchen. Although she had no formal training, her passion for food and her eagerness to assist others made her a natural fit. As her confidence grew, and after earning her food hygiene certificate, her responsibilities expanded to preparing ingredients, leading workshops, and supporting other participants during cooking sessions.

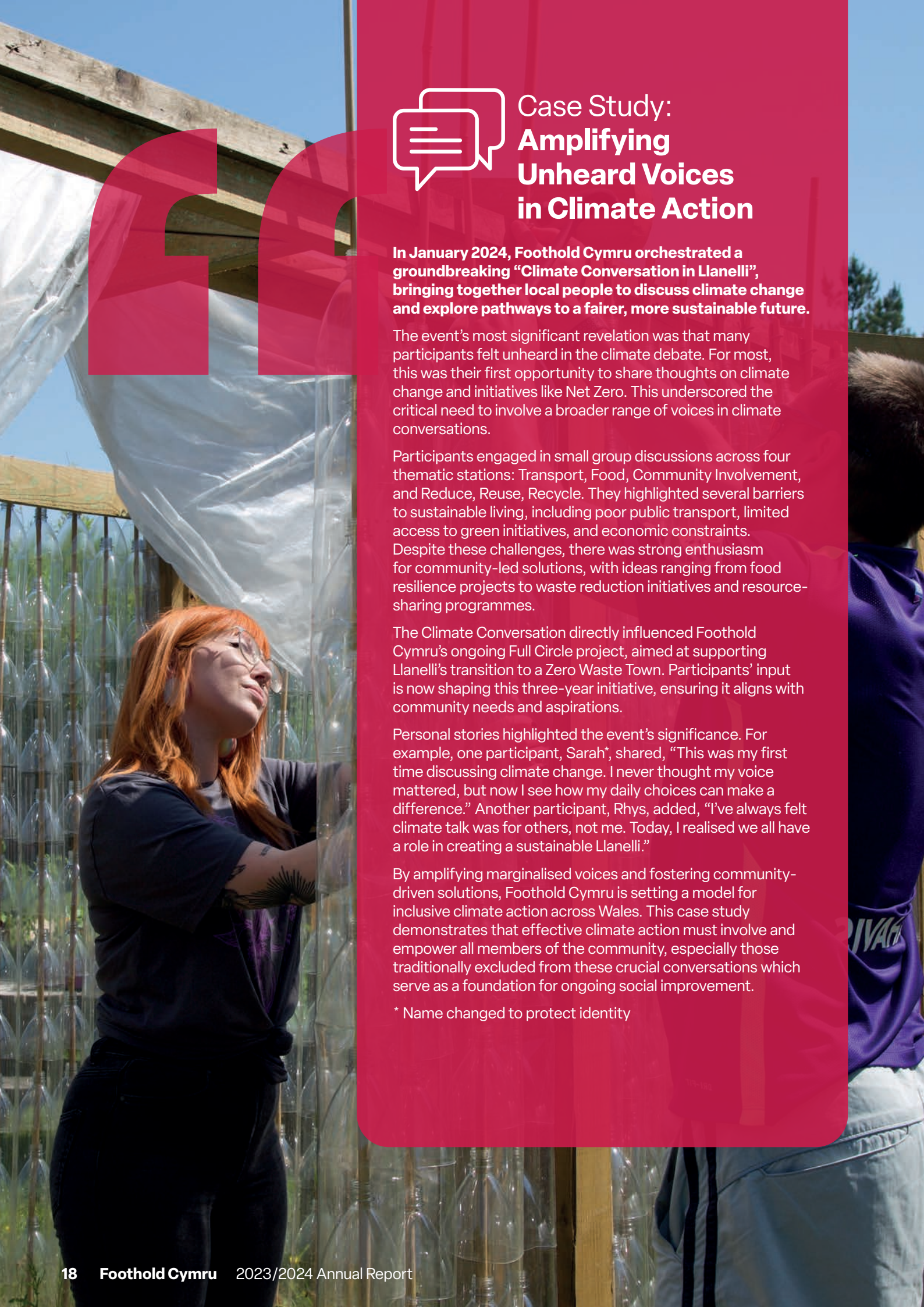
Through volunteering, Emma developed skills in food safety and kitchen management, while building strong connections within the community. The experience empowered her, reducing her isolation and providing a renewed sense of purpose. It also opened doors to potential careers in catering and hospitality, inspiring her to pursue catering studies at college.

Emma's personal experience of hardship allowed her to relate to other participants, making the cooking classes more inclusive and engaging. Her enthusiasm and commitment were instrumental in helping us expand our cooking programme, reaching even more members of the community. Her personal growth also encouraged others to get involved.

Emma's story illustrates the transformative impact of volunteering, benefiting both individuals and the organisations they support. She gained valuable skills and confidence, while the charity thrived thanks to her passion and unique perspective.

Emma reflects on her journey: "Volunteering in the kitchen has given me a purpose. It wasn't just about cooking – it was about connecting with people, learning new skills, and feeling part of something bigger. Now, I can see a future for myself and my kids that I never thought possible before. This experience has truly changed my life."

* Name changed to protect identity



Case Study: **Amplifying Unheard Voices in Climate Action**

In January 2024, Foothold Cymru orchestrated a groundbreaking "Climate Conversation in Llanelli", bringing together local people to discuss climate change and explore pathways to a fairer, more sustainable future.

The event's most significant revelation was that many participants felt unheard in the climate debate. For most, this was their first opportunity to share thoughts on climate change and initiatives like Net Zero. This underscored the critical need to involve a broader range of voices in climate conversations.

Participants engaged in small group discussions across four thematic stations: Transport, Food, Community Involvement, and Reduce, Reuse, Recycle. They highlighted several barriers to sustainable living, including poor public transport, limited access to green initiatives, and economic constraints. Despite these challenges, there was strong enthusiasm for community-led solutions, with ideas ranging from food resilience projects to waste reduction initiatives and resource-sharing programmes.

The Climate Conversation directly influenced Foothold Cymru's ongoing Full Circle project, aimed at supporting Llanelli's transition to a Zero Waste Town. Participants' input is now shaping this three-year initiative, ensuring it aligns with community needs and aspirations.

Personal stories highlighted the event's significance. For example, one participant, Sarah*, shared, "This was my first time discussing climate change. I never thought my voice mattered, but now I see how my daily choices can make a difference." Another participant, Rhys, added, "I've always felt climate talk was for others, not me. Today, I realised we all have a role in creating a sustainable Llanelli."

By amplifying marginalised voices and fostering community-driven solutions, Foothold Cymru is setting a model for inclusive climate action across Wales. This case study demonstrates that effective climate action must involve and empower all members of the community, especially those traditionally excluded from these crucial conversations which serve as a foundation for ongoing social improvement.

* Name changed to protect identity

Case Study: **Eva's Transformation through Build on Red**

Eva*, a 17-year-old with ADHD, initially approached the Build on Red project with scepticism. Having struggled in traditional education, she doubted that adults would take young people seriously and felt disconnected from her hometown of Llanelli, which she saw as plagued by drug misuse, poverty, and lack of opportunity.

The Children in Need-funded project aimed to empower youth aged 14-19 to address social issues. Focusing on youth mental health post-Covid lockdown, young people chose three initiatives: creating a mental health awareness campaign on social media, creating a wellness garden, and lobbying to increase mental health resources.

Despite her initial hesitation, Eva became increasingly engaged. She spoke passionately about how poverty, bullying, and social inequalities contribute to mental health struggles, describing a "learned worthlessness" in her town. Her involvement grew as the project addressed these issues through various activities.

The project's early sessions focused on building confidence and recognising strengths. Eva received training in communication techniques, budgeting, and social action dynamics. These educational components reignited her interest in learning and gave her tools to engage more deeply with the project.

Eva's transformation was remarkable. She evolved from a quiet observer to an active leader, contributing significantly to social media plans, wellness garden design, and even participating in filming to share her experiences.

Her growth is captured in her own words: "Build on Red is my life," and "I feel more confident in myself and how I talk to people." Eva even named the project "Build on Red," which was voted in by the group, marking her emergence as a strong voice within the initiative.

This case study demonstrates how re-engagement with education, when rooted in personal interests and social impact, can lead to profound personal growth. Eva's journey from scepticism to leadership illustrates the power of youth-led initiatives in fostering confidence, skills, and community engagement.

* Name changed to protect identity

Case Study: **Y Fasged Siopa, Nourishing Rural Families**

In a small North Carmarthenshire village, Ruth*, a single mother of two, faced significant challenges in providing for her family's dietary needs. Her young daughter's gluten intolerance, combined with their rural location, created a perfect storm of difficulties. Living 30 minutes from the nearest supermarket, Ruth struggled to access affordable gluten-free options for her daughter's school lunches. The local shop's prices were three to four times higher than supermarkets, and gluten-free products were scarce. This situation made it impossible for Ruth to fully utilise free school meals and made social events challenging, risking her daughter's isolation.

Through a local organisation, Ruth discovered Y Fasged Siopa Project, a project funded by the National Lottery Community Fund, to tackle hardship caused by rural isolation. The service provided handpicked gluten-free items, including cakes, pasta, pies, and cereals, as well as ingredients for homemade treats. This solution not only offered significant cost savings compared to the local shop, but also eliminated time-consuming trips to distant supermarkets.

The impact on Ruth's family was profound. The service resulted in considerable household savings and increased the variety and enjoyment of meals for her daughter. Regular deliveries reduced feelings of social isolation stemming from dietary restrictions, and both mother and child eagerly anticipated each box's arrival. Ruth shared, "Thanks to Y Fasged Siopa, I haven't had to resort to a food bank to afford the extra costs of meeting my little girl's special dietary needs."

This case study highlights the critical role of targeted food services in addressing rural food insecurity, particularly for families with special dietary requirements. Y Fasged Siopa not only provided essential nutrition but also fostered a sense of inclusion and normality for Ruth's family. The service demonstrates how innovative solutions can bridge gaps in rural food access, improving quality of life and reducing financial strain for vulnerable families.

* Name changed to protect identity

Case Study: **Supporting Family Resilience**

The Family Guides Project, funded by the Moondance Foundation and Trusthouse Charitable Foundation, aims to support low-income families needing additional assistance. The Taylor family exemplifies how this initiative can make a significant difference.

Tim, Sharon*, and their four children face multiple challenges. Tim, the sole earner, manages ADHD while working. Sharon, unable to work due to chronic illness, hopes to return but struggles with debilitating pain and exhaustion. Their oldest daughter, Helen has Asperger's and receives Personal Independence Payment (PIP) but faces difficulties securing a college placement, whilst the two younger children also have complex health issues.

Despite Tim's income and Universal Credit, the family's financial situation is precarious. Tim's struggles with bill management and financial planning have led to substantial debt. Their daughter Aurora excels academically but exhibits volatile behaviour at home and awaits an ADHD assessment. Sharon's physical health issues are compounded by emotional struggles and lack of personal time.

The Family Guides project has provided comprehensive support for the Taylors. Sharon now participates in Foothold Cymru's social activities, including cooking classes, arts and crafts groups, mindfulness walks, and drop-in sessions. To address their financial difficulties, the family receives weekly budgeting sessions and has been referred to Turn to Us for additional support. They also access Foothold's Community Store for affordable, healthy food and plan to utilise other services like the Tool Library and uniform exchange.

The project has helped Aurora secure a college interview and ensured her ADHD referral is back on track. The younger children now participate in free after-school clubs and age-appropriate activities. The children have been referred to Young Carers, providing Sharon with personal time and the children with access to additional social activities and support.

As the Family Guides project continues to assist the Taylors, the goal is to gradually reduce support as they become more self-sufficient and confident in managing their challenges. This holistic approach addresses not only the family's immediate needs but also works towards long-term stability and well-being.

The Taylor family's story highlights the complex interplay of health issues, financial struggles, and social challenges that many families face. It also demonstrates how targeted support can make a significant impact, providing practical assistance and empowering families to build resilience and work towards a more stable future.

* All names changed to protect identity

Strategic Report

The organisation

Objectives and aims of the organisation

The charity's objectives are to develop the capacity and skills of members of socially and economically disadvantaged communities in Wales, enabling them to better identify and meet their needs, and to participate more fully in society. This is achieved, but not limited to, the following:

- Equipping disadvantaged or excluded individuals with the skills and competencies necessary to take responsibility for meeting their own needs and those of their communities.
- Delivering formal, informal, and community education programmes that offer disadvantaged individuals' opportunities to gain nationally recognised qualifications or develop the knowledge, skills, and competencies required for independent living and the labour market.
- Promoting, providing, and facilitating volunteering, training, and work experience opportunities for unemployed or underemployed individuals facing challenges in the labour market.

The Board
Functions of the Board

The Board of Trustees fulfils the following functions:

- Control of the charity, its property, and funds.
- Responsibility for the charity's overall governance and strategic direction.
- Development of the aims, objectives, and organisational goals in line with the legal and regulatory framework of the sector and the charity's governing document, striving for best governance practices.
- Upholding the fiduciary duty, ensuring public confidence and trust.
- Interviewing, appointing, and monitoring the work of senior staff. All trustees must sign a Code of Conduct and a Declaration and Register of Interest form.

Main Responsibilities of the Board

- **Managing performance and risk:** Developing and reviewing the organisation's strategy, objectives, performance, statutory compliance, and risk while ensuring ongoing impact measurement.
- **Leadership and strategy:** Leading the organisation's vision, mission, values, and strategic direction.
- **Strategic planning and implementation:** Agreeing on coherent strategic plans and timetables, monitoring performance, and reviewing outcomes and impact.
- **Communication:** Promoting the organisation's work to external partners, stakeholders, and audiences.
- **Equality and diversity:** Championing equality and diversity throughout the organisation, particularly when working with disadvantaged communities.
- **Safeguarding:** Monitoring the charity's conduct to ensure safeguarding standards are upheld.

Appointment and Induction of Trustees

The articles of association state that the number of Trustees shall be no less than 3 and (unless otherwise determined by ordinary resolution) with no upper limit. Currently, there are 12 Trustees on the Board, who serve as both charity Trustees and Directors of a company limited by guarantee, governed by charity and company law.

Appointments are overseen by the Governance Committee, and Trustees serve an initial three-year term, with the option for re-appointment unless exceptional circumstances apply. Attention is paid to ensuring a wide range of skills and diversity, including gender, age, ethnicity, disability, and sexuality. We also prioritise recruitment of local people with lived experience, all of which enriches the skills, knowledge and experience of the board.

All new Trustees undergo an induction process that includes meetings with the Chair, CEO, and Senior Management Team, visits to projects, and detailed briefings on legal obligations under charity and company law, as well as Foothold Cymru's specific policies. An annual skills review informs training and recruitment strategies.

Board and Committee Structure

The Board of Trustees plays a crucial role in the governance and oversight of our organisation.

Board Meetings

Our Board meets quarterly. These regular meetings allow the Board to stay informed about key developments, make timely decisions, and maintain effective oversight. Throughout the year, average attendance was 82%.

Committee Structure

To enhance efficiency and provide focused attention to specific areas, we have established a committee structure that supports the Board's work:

- **Finance, Risk, Audit and People Committee**

  Meeting quarterly, this committee oversees financial management, risk assessment, audit processes, and human resources matters. It ensures financial stability, monitors potential risks, and reviews audit findings to maintain organisational integrity.

- **Governance Committee**

  Meeting quarterly, the committee is responsible for maintaining and improving governance practices. It reviews policies, assesses Board performance, and ensures compliance with relevant regulations and best practices.

- **Safeguarding Committee**

  Meeting as required, the committee is dedicated to protecting vulnerable individuals associated with our organisation, including by developing and monitoring safeguarding policies and procedures.

  We have recently established two new committees which will be meeting quarterly.

- **Operational Performance Committee**

  This committee focuses on evaluating and improving the organisation's operational efficiency and effectiveness, ensuring that our programmes and services align with our strategic goals.

- **Community Engagement and Volunteering Committee**

  Tasked with strengthening our connections with the community and optimising our volunteer programmes, this committee develops strategies to enhance stakeholder engagement and maximise the impact of our volunteer efforts.

Board Effectiveness

The structure adopted by the organisation allows our Board to:

- Maintain regular oversight of organisational activities.
- Delve deeply into specific areas through committee work.
- Make informed decisions based on comprehensive reports and recommendations from committees.
- Respond promptly to emerging challenges and opportunities.
- Ensure a balanced focus on various aspects of Foothold's governance.

Further details on Board and committee membership are available on our website.

The Senior Management Team

The Chief Executive Officer (CEO) is appointed by the Trustees to oversee daily operations, with delegated authority for operational matters such as finance, employment, and performance management, as approved by the Board. The Board monitors and controls all delegated work through regular reporting.

The CEO is supported by a Deputy Chief Executive and a Senior Management Team, who are responsible for delivering the charity's projects and services. The SMT includes a Finance Manager who administers the charity's accounts, and an operations manager who oversees the efficient running of projects and services.

As of the financial year-end, Foothold Cymru employed 18 staff members on part-time or full-time contracts. The organisation is a Real Living Wage employer and is committed to transparency, maintaining an 'open door' policy where staff are encouraged to engage with organisational activities, strategy, and performance.

Additionally, a wellbeing officer supports staff by providing information, organising wellbeing events, and offering general support.

Volunteers

The charity was supported by 72 volunteers in 2023/4. Their skills and knowledge have been crucial in delivering our activities. We began the process of gaining Investors in Volunteering accreditation, which we aim to complete in 2024/25.

Good Governance

We comply with the Charity Governance Code in all material respects and have a programme for continual improvement.

Raising Concerns

Foothold Cymru has a whistleblowing policy that allows staff and volunteers to report concerns, alongside other processes such as grievance procedures. Complaints, grievances, and whistleblowing matters are fully investigated, and appropriate management or disciplinary actions are taken when necessary.

Ethical Policy

Our ethical policy provides a framework for the ethical execution of our charitable purposes. It helps the charity and its Trustees recognise and address ethical issues and conflicts.

Safeguarding

We have established systems to protect vulnerable individuals. This includes a Child Protection and Safeguarding Policy, a Safeguarding Adults at Risk Policy, a safeguarding code of conduct, and an online safeguarding policy. Trustees, staff, and volunteers undergo Disclosure and Barring Scheme (DBS) checks and safeguarding training, based on the appropriate level for the role. The work of the organisation is overseen by a Safeguarding Committee, chaired by a Trustee. The committee oversees safeguarding policies and reports to the Board annually with an action plan.

Fundraising

Foothold Cymru raises funds from individuals, donors, and companies. Fundraising activities represent 2% of our annual income, and no complaints were received regarding fundraising activities in 2023/24.

Risk Management

The Trustees have identified the major risks faced by the charity, aided by a robust risk management process. Risks are prioritised based on likelihood and impact, with mitigation strategies in place. Adequacy of protection measures is reviewed by the senior team and trustees quarterly.

Public Benefit

Trustees refer to the Charities Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. As required by the Charities Act 2011, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

Pay Policy

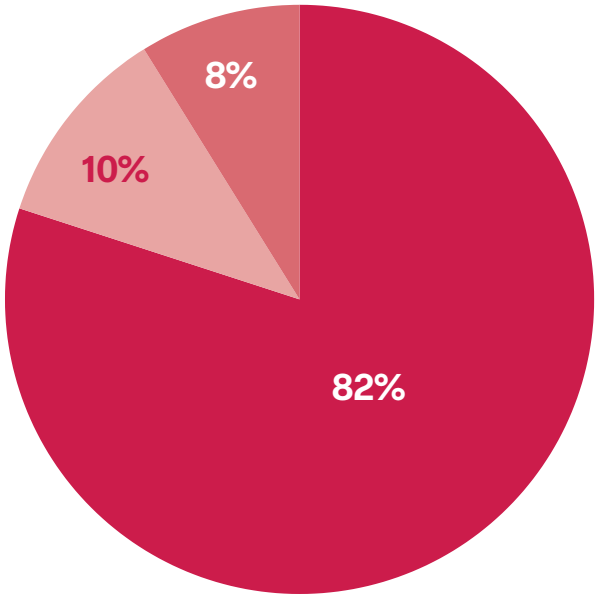
Trustees do not receive remuneration but may claim reasonable expenses. The charity has a remuneration policy to ensure fair pay for staff. A revised pay structure was introduced in April 2023 based on recommendations from our Remuneration group, a subcommittee of our Finance, Risk, Audit and People Committee.

Financial Review

Our Finances

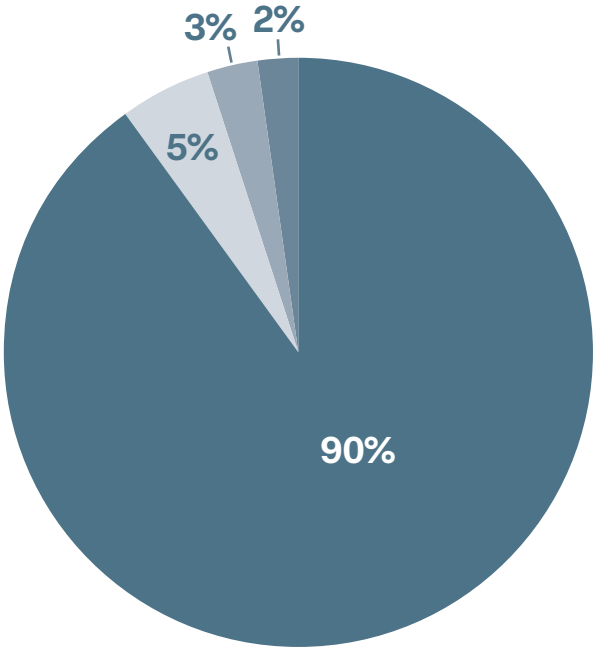
Where our income comes from

We are reliant upon the generosity of all our supporters to fund our charitable activities. Our income is made up of grants, donations, trusts and foundations, investment income and in-kind contributions e.g. food donations.



- Grants – 82%
- Investment income from property – 8%
- Donations – 10%

Where we spend our income



- Project Delivery - 90%
- Property Maintenance - 5%
- Fundraising Activities - 3%
- Governance - 2%

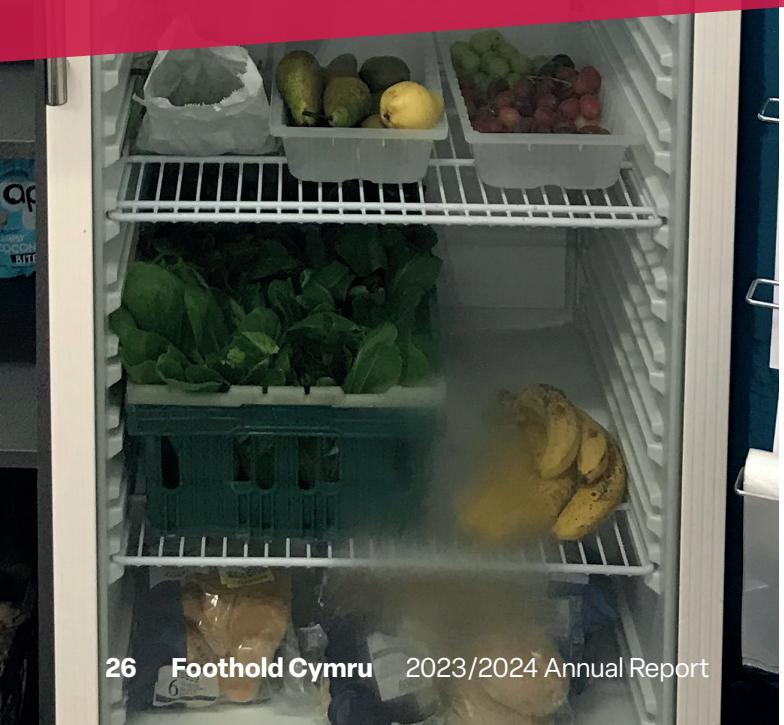
Financial performance and position

The charity delivered a solid financial performance in 2023/24 against a backdrop of challenging economic circumstances, characterised by increased competition for grants and reduced availability.

Our total Income was £877,188, a slight decrease from £889,671 in 2022/23. Total expenditure was £844,145 compared with £836,897 in 2022/23, generating an overall surplus of £33,043, compared to £52,774 in 2022/23.

Our financial strategy as laid out in our business plan was to:

- Diversify our income streams.
- Secure the grants required to deliver our services.
- Minimise the cost of our central/core team.
- Maximise the income from our property portfolio.
- Leverage in corporate support through in-kind and financial support.
- Ensure all projects have a realistic, costed, sustainable exit strategy that allows our services to continue without the need for grant funding wherever possible. This is normally through the development of a social enterprise either run by Foothold Cymru or local volunteers.



Reserves Policy

During the year, the Board of Trustees reviewed our reserves policy, following the guidelines set by the Charity Commission. The review process involved the following:

- Clarification of what constitutes our charitable reserves.
- Assessing the assets that are essential for our operations.
- Evaluating potential financial risks and their implications.
- Reviewing sources of income to ensure sustainability.
- Looking at our future plans and financial commitments.

As per our 2023/24 accounts, our unrestricted reserves total £619,920. The majority of this is represented by the two properties we own, which are rented out to generate income. We currently have 14 rental units available. On becoming a charity in 2020 (transition from a company limited by guarantee), the Board of Trustees reassessed our need for free cash reserves in line with Charity Commission guidelines. The reserves policy, approved by the Board in 2020, and reviewed annually, requires a plan to achieve and maintain 6 months of operational expenditure (core costs)

Since all our projects are time limited, with clear exit strategies, the cash reserves are earmarked to maintain non-project activity and development. As of the end of April 2024, this figure stood at £103,730, representing 5 months of expenditure. This represents significant progress, and we are on track to reach our target figure by 2024/25.

Principle Risks and Uncertainties

Foothold Cymru continuously reviews risks through the Board, committees, and senior management team. Risks are categorised by impact and likelihood, with quarterly updates provided to the board. Key risks identified by the organisation are:

- Cyber protection, including risk of a cyber attack.
- Income generation challenges due to difficult economic conditions.
- Recruitment issues.

The controls Foothold Cymru has in place are as follows:

Cyber protection:

Controls in place:

- Robust IT infrastructure with regularly updated security protocols.
- Regular staff training on cybersecurity best practices.
- Implementation of multi-factor authentication for all systems.
- Regular security audits and penetration testing.
- Incident response plan in place for potential breaches.
- Data encryption for sensitive information.
- Regular backups stored securely off-site.

Income generation:

Controls in place:

- Diversification strategy to reduce reliance on any single funding source.
- Dedicated business development team focused on developing new income streams.
- Building and maintaining strong relationships with current funders.
- Exploration of social enterprise opportunities.
- Development of a reserves policy to ensure financial stability.
- Regular financial forecasting and scenario planning.
- A viable business model that protects project legacy.

Recruitment:

Controls in place:

- Competitive salary and benefits package to attract qualified candidates.
- Proposed internship and apprenticeship programmes to develop future talent.
- Flexible working arrangements to appeal to a broader candidate pool.
- Investment in staff development and training to retain current employees.
- Regular review of job descriptions and person specifications.
- Use of specialist recruitment agencies for hard-to-fill positions.
- Development of a strong employer brand to attract job seekers.

Additional risk management measures in place include:

- Quarterly risk register reviews by the Board and senior management team.
- Clear risk ownership and accountability within the organisation.
- Regular staff training on risk management procedures.
- Continuous monitoring of external factors that may impact the charity's operations.
- Annual review of insurance coverage to ensure adequate protection.
- Compliance checks to ensure adherence to relevant regulations and standards.

By implementing these controls and regularly reviewing their effectiveness, Foothold Cymru aims to mitigate key risks and ensure the continued delivery of its services to communities, families, and individuals in the communities it serves.

Our Thanks

Our funders

In conclusion, we would like to thank the funders, foundations, trusts and business partners that have supported us:

Aviva

BBC Children In Need

Carmarthenshire County Council via Welsh Government Poverty Fund

Comic Relief

Crest Ceilings

Esmée Fairbairn Foundation

Garfield Weston Foundation

Henry Smith Charity

Hubbub Foundation

Julia and Hans Rausing Trust

King Charles III Charitable Fund

Landfill Disposals Tax Communities Scheme

Lloyd & White Insurance Brokers

Masonic Charitable Foundation

Moondance Foundation

National Grid

People's Postcode Lottery

Sylvia Adams Charitable Trust

TAD Builders

Tata Steel

The National Lottery Community Fund

Trusthouse Charitable Foundation

Vinci Construction

Vinci Foundation

WCVA

Welsh Government

Our volunteers

We would like to take this opportunity to express our sincere gratitude to our dedicated volunteers who have significantly contributed to our charity's work throughout the year. Their support has been essential to various aspects of our operations, including:

- Driving services for collecting and delivering food as part of our food resilience work.
- Assisting in our community kitchen.
- Tending to our community garden.
- Managing our Pantry service.
- Supporting our Circular Economy initiatives.

These, and many other important tasks, help keep our charity running smoothly.

Their commitment has enabled us to continue serving our community effectively whilst also providing volunteers with valuable skills, social connections, and confidence.

Recognising the evolving landscape of volunteerism, we have adjusted our volunteer programme to offer more flexibility and a wider range of opportunities. We now provide:

- Mini volunteering experiences for those with limited time.
- Taster days for individuals interested in learning more about our work.
- Traditional roles with weekly or daily commitments.
- Specialised positions that utilise unique skills and experiences.

This variety of options allows individuals to find a way to contribute that suits their availability and interests.

We are also pleased to have welcomed more volunteers with lived experience of poverty and financial challenges to our organisation this year. Their insights have enhanced our understanding of the communities we serve, allowing us to provide more relevant and effective support. This inclusion has deepened our connection with those we aim to assist.

To all our volunteers, whether you have been with us for years or have just joined, and whether you contribute regularly or occasionally, your efforts are truly valued. You play a crucial role in our organisation, and we appreciate your time and support. Your contributions make our work possible and positively impact the lives of many in West Wales.

As we look ahead, we are hopeful about the future and the continued positive change we can achieve together with our dedicated team of volunteers. Thank you for sharing your talents with us.

Our people

At the core of our charity are the dedicated individuals who contribute to our mission. With a team of approximately 20 staff members, we are committed to fostering a diverse and inclusive workplace that reflects the communities we serve.

Our team comprises professionals with a range of skills and experiences, each playing an important role in delivering our programs and services. From project co-ordinators and outreach workers to administrative staff, every position is essential to achieving our goals and meeting the needs of those we support.

We recognise that investing in our staff is crucial for our success. Throughout the year, we have focused on providing professional development and training opportunities, allowing our employees to enhance their skills and grow in their roles. This commitment to continuous learning not only benefits our staff but also strengthens our organisation.

Collaboration and teamwork are key aspects of our workplace culture. We encourage open communication and the sharing of ideas, creating an environment where everyone feels valued and able to contribute. Our staff members regularly participate in team meetings and activities, fostering a sense of community and shared purpose.

Together, our staff and volunteers form a network that enhances the services we provide and increases our impact in the community.

As we reflect on the past year, we appreciate the hard work and commitment of our team. Their dedication has been vital in navigating challenges and achieving our objectives. We look forward to continuing to support our people and maintaining a positive workplace culture as we work to make a difference in the lives of those we serve.

References

In conclusion

The Trustees are pleased to present their Annual Report together with the financial statements of the Charity for the year ending 31st March 2024.

They are also prepared to meet the requirements for a Directors' report and accounts for Companies Act purposes. The Charity Commission entered the Company onto the Register of Charities with the Registered Charity Number 1188696 in March 2020.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) as amended for accounting periods from 1 January 2016.

Administrative Details

Registered Company Number

02633128

Charity Number

1188696

Registered Office

The Lord Arthur Rank Centre
Trostre Road
Llanelli
SA14 9RA

Trustees

F. S. Roberts (Chair)
J Lewis
D J Powell
P Freeman
Rev J E Phillips
K L Owen
P R Piana
S Kays
Dr M Goodfellow Smith
J Rees
K Thomas

Company Secretaries

Janice Morgan
Mike Theodoulou

Bankers

HSBC

Accountants

Charles & Co
Chartered Certified Accountants
3 Murray Street
Llanelli, SA15 1AQ

Last year I couldn't afford new shoes and coats for my children. I felt so embarrassed, so useless. Foothold, with no fuss, stepped in and were able to help.

Participant Stronger Together

Getting to the end of the week and not having enough money for food is the worst. You panic, you can't sleep, it's scary. Knowing I can use the shop at Foothold has helped so much. I don't feel so bad.

Village Store Member

I feel like the project helped me with me confidence a lot. Got me out of the house, gave me a sense of wellbeing. It was nice to try something different.

Volunteens: Be Heard Be Helpful Participant

FOOTHOLD CYMRU

NEWID BYWYDAU CAM WRTH GAM
CHANGING LIVES STEP BY STEP

The Lord Arthur Rank Centre,
Trostre Road, Llanelli,
SA14 9RA

01554 779910
Foothold Cymru
FootholdCymru

Foothold Cymru
Foothold Cymru

footholdcymru.org.uk

All images are Foothold Cymru stock photographs

Foothold Cymru is a charity registered in England and Wales number: 1188696. Company registration number: 02633128.

REGISTERED COMPANY NUMBER: 02633128 (England and Wales)
REGISTERED CHARITY NUMBER: 1188696

TRUSTEES' REPORT AND

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

FOR

FOOTHOLD CYMRU

Charles & Co
Chartered Certified Accountants
3 Murray Street
Llanelli
Carmarthenshire
SA15 1AQ

FOOTHOLD CYMRU

CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

	Page
Trustees' Report	1
Independent Examiner's Report	2
Statement of Financial Activities	3
Balance Sheet	4 to 5
Cash Flow Statement	6
Notes to the Financial Statements	7 to 20

FOOTHOLD CYMRU

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

The Trustees are pleased to present their annual Directors' Report together with the financial statements of the Charity for the year ending 31st March 2024. They are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The Charity Commission entered the Company onto the Register of Charities with the Registered Charity Number 1188696 in March 2020.
The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) as amended for accounting periods from 1 January 2016.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
02633128 (England and Wales)

Registered Charity number
1188696

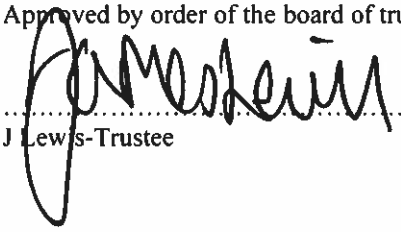
Registered office
The Lord Arthur Rank Centre
Trostre Road
Llanelli
Carmarthenshire
SA149RA

Trustees
F S Roberts
J Lewis
D J Powell
P Freeman
Reverend J E Phillips
Mrs K L Owen
P R Piana
Mrs S Kays
Dr M Goodfellow-Smith
Ms J Rees
Ms K Thomas

Company Secretaries
Mrs J Morgan
M Theodoulou

Independent Examiner
Charles & Co
Chartered Certified Accountants
3 Murray Street
Llanelli
Carmarthenshire
SA15 1AQ

Approved by order of the board of trustees on 28 October 2024 and signed on its behalf by:



.....
J Lewis-Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FOOTHOLD CYMRU

Independent examiner's report to the trustees of Foothold Cymru ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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

R. A. Williams
The Association of Chartered Certified Accountants

Charles & Co
Chartered Certified Accountants
3 Murray Street
Llanelli
Carmarthenshire
SA15 1AQ

28 October 2024

FOOTHOLD CYMRU

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	126,292	682,108	808,400	801,443
Investment income	3	68,788	-	68,788	88,228
Total		195,080	682,108	877,188	889,671
EXPENDITURE ON					
Raising funds	4	1,423	-	1,423	-
Charitable activities	5				
Beneficiary Support		114,183	728,539	842,722	809,092
Other		-	-	-	27,805
Total		115,606	728,539	844,145	836,897
NET INCOME/(EXPENDITURE)		79,474	(46,431)	33,043	52,774
RECONCILIATION OF FUNDS					
Total funds brought forward		622,494	380,235	1,002,729	949,955
TOTAL FUNDS CARRIED FORWARD		701,968	333,804	1,035,772	1,002,729

The notes form part of these financial statements

FOOTHOLD CYMRU

BALANCE SHEET
31 MARCH 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Intangible assets	11	-	-	-	25,458
Tangible assets	12	619,920	48,000	667,920	722,920
Investments	13	2	-	2	2
		619,922	48,000	667,922	748,380
CURRENT ASSETS					
Debtors	14	30,825	-	30,825	50,064
Cash at bank		103,730	285,804	389,534	273,197
		134,555	285,804	420,359	323,261
CREDITORS					
Amounts falling due within one year	15	(3,020)	-	(3,020)	(4,199)
NET CURRENT ASSETS		131,535	285,804	417,339	319,062
TOTAL ASSETS LESS CURRENT LIABILITIES		751,457	333,804	1,085,261	1,067,442
CREDITORS					
Amounts falling due after more than one year	16	(49,489)	-	(49,489)	(64,713)
NET ASSETS		701,968	333,804	1,035,772	1,002,729
FUNDS	18				
Unrestricted funds				701,968	622,494
Restricted funds				333,804	380,235
TOTAL FUNDS				1,035,772	1,002,729

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

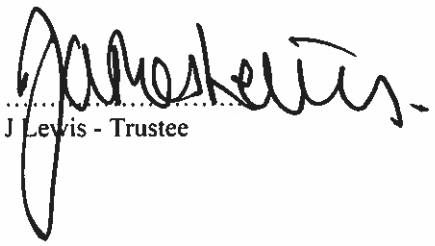
The notes form part of these financial statements

continued...

BALANCE SHEET - continued
31 MARCH 2024

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

The financial statements were approved by the Board of Trustees and authorised for issue on 28 October 2024 and were signed on its behalf by:



J Lewis - Trustee

The notes form part of these financial statements

FOOTHOLD CYMRU

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	20	132,686	181,547
Interest paid		(1,125)	(2,101)
Net cash provided by operating activities		131,561	179,446
Cash flows from financing activities			
Loan repayments in year		(15,224)	(15,593)
Net cash used in financing activities		(15,224)	(15,593)
Change in cash and cash equivalents in the reporting period		116,337	163,853
Cash and cash equivalents at the beginning of the reporting period		273,197	109,344
Cash and cash equivalents at the end of the reporting period		389,534	273,197

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. This is not consistent with prior years. The financial statements have been prepared under the historical cost convention.

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows;
- the requirement of paragraph 3.17(d);
- the requirements of paragraphs 11.42, 11.44, 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c);
- the requirements of paragraphs 12.26, 12.27, 12.29(a), 12.29(b) and 12.29A;
- the requirement of paragraph 33.7.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Intangible assets/ intellectual property
Intellectual property represents costs incurred in Research and development time and resources spent on generating knowledge and information on new projects that Foothold Cymru will tender for from ESF and The big Lottery, the economic benefit of which is expected to flow to the corporation in future periods, usually the next three financial years. As such each year's capitalised cost is written off over three years commencing in the following financial year.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Foothold Enterprise Village	- not provided
The Business Centre	- at varying rates on cost
The Lord Arthur Rank Centre	- not provided
Plant and machinery	- 20% on cost
Fixtures and fittings	- 20% on cost
Motor vehicles	- 20% on cost
Computer equipment	- 20% on cost

Fixed Assets purchased with restricted funds are expensed in the year of purchase.

Taxation
The charity is exempt from corporation tax on its charitable activities.

continued...

1. ACCOUNTING POLICIES - continued

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	87,328	35,256
Grants	721,072	740,881
Fees Received	-	25,306
	808,400	801,443

Grants received, included in the above, are as follows:

	2024	2023
	£	£
Other grants	721,072	740,881

3. INVESTMENT INCOME

	2024	2023
	£	£
Rents received	68,788	88,228

continued...

4. RAISING FUNDS

Raising donations and legacies

	2024	2023
	£	£
Fundraising	1,423	-

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Beneficiary Support	829,096	13,626	842,722

6. SUPPORT COSTS

	Finance	Governance costs	Totals
	£	£	£
Beneficiary Support	3,401	10,225	13,626

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation - owned assets	55,000	104,000
Hire of plant and machinery	15,662	16,714
Development costs amortisation	25,458	25,458

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

9. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	420,706	336,827
Social security costs	35,302	24,428
Other pension costs	13,705	11,362
	469,713	372,617

continued...

9. STAFF COSTS - continued

The average monthly number of employees during the year was as follows:

	2024	2023
Management	6	4
Administration	1	1
Beneficiary Support	11	12
Other	1	1
	19	18

No employees received emoluments in excess of £60,000.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	179,076	622,367	801,443
Investment income	88,228	-	88,228
Total	267,304	622,367	889,671
EXPENDITURE ON			
Charitable activities			
Beneficiary Support	227,106	581,986	809,092
Other	10,449	17,356	27,805
Total	237,555	599,342	836,897
NET INCOME	29,749	23,025	52,774
RECONCILIATION OF FUNDS			
Total funds brought forward	592,745	357,210	949,955
TOTAL FUNDS CARRIED FORWARD	622,494	380,235	1,002,729

continued...

11. INTANGIBLE FIXED ASSETS

The Research and Development work undertaken by the organization during the financial year is developmental work. In line with the mission of the organization our developmental work focuses on tackling social and economic exclusion. It does this through developing innovative projects which support individuals to make a positive social and economic contribution to society whilst increasing resilience and restoring self-belief. Once the project is developed, investment to bring that project to market is sought through philanthropic sources including various funding bodies.
Developmental expenditure as it relates to each project, is clearly defined and there is a reasonable expectation, based on historic work and knowledge of the market that it will lead to philanthropic investment over and above the developmental expenditure.
Amortization is on a straight-line basis for each project over a three-year period, reflecting Foothold Cymru's developmental cycle.
Reviews of development expenditure will take place at the end of each accounting period and is written off, project by project, prior to the 3 years if at any time expenditure is deemed irrecoverable.

12. TANGIBLE FIXED ASSETS

	Foothold Enterprise Village £	The Business Centre £	The Lord Arthur Rank Centre £	Plant and machinery £
COST				
At 1 April 2023 and 31 March 2024	314,290	358,750	305,630	234,821
DEPRECIATION				
At 1 April 2023	-	255,750	-	234,821
Charge for year	-	55,000	-	-
At 31 March 2024	-	310,750	-	234,821
NET BOOK VALUE				
At 31 March 2024	314,290	48,000	305,630	-
At 31 March 2023	314,290	103,000	305,630	-

	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 April 2023 and 31 March 2024	15,041	18,699	14,819	1,262,050
DEPRECIATION				
At 1 April 2023	15,041	18,699	14,819	539,130
Charge for year	-	-	-	55,000
At 31 March 2024	15,041	18,699	14,819	594,130
NET BOOK VALUE				
At 31 March 2024	-	-	-	667,920
At 31 March 2023	-	-	-	722,920

continued...

13. FIXED ASSET INVESTMENTS

	Unlisted investments £
MARKET VALUE	
At 1 April 2023 and 31 March 2024	2
NET BOOK VALUE	
At 31 March 2024	2
At 31 March 2023	2

There were no investment assets outside the UK.

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	30,825	50,064

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	1,164	1,383
Accrued expenses	1,856	2,816
	3,020	4,199

16. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2024 £	2023 £
Bank loans (see note 17)	26,081	36,215
Other loans (see note 17)	22,063	27,342
Property Bonds	1,345	1,156
	49,489	64,713

17. LOANS

An analysis of the maturity of loans is given below:

	2024 £	2023 £
Amounts falling due between two and five years:		
WCVA Resilience Fund Loan	22,063	27,342
Amounts falling due in more than five years:		
Repayable by instalments:		
HSBC BBL	26,081	36,215

continued...

18. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	622,494	79,474	701,968
Restricted funds			
ST	-	16,125	16,125
STEBO	103,000	(55,000)	48,000
YFS	119,049	(79,902)	39,147
VIW2	-	12,050	12,050
SV2	5,037	(5,037)	-
TT	18,509	(5,308)	13,201
CIN	43,550	(43,550)	-
FCFH	-	10,876	10,876
JHR	7,312	(7,312)	-
CR	18,385	(18,385)	-
FG	65,393	(27,012)	38,381
EF	-	2,177	2,177
SV3	-	60,798	60,798
CYCLE	-	38,773	38,773
PCH	-	7,000	7,000
B2B HS	-	30,790	30,790
KCCF	-	9,463	9,463
BRS	-	7,023	7,023
	380,235	(46,431)	333,804
TOTAL FUNDS	1,002,729	33,043	1,035,772

continued...

18. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	195,080	(115,606)	79,474
Restricted funds			
ST	76,657	(60,532)	16,125
B2B	5,203	(5,203)	-
STEBO	-	(55,000)	(55,000)
YFS	56,958	(136,860)	(79,902)
TZWH	3,832	(3,832)	-
VIW2	35,231	(23,181)	12,050
SV2	54,174	(59,211)	(5,037)
TT	24,621	(29,929)	(5,308)
CIN	-	(43,550)	(43,550)
FCFH	99,201	(88,325)	10,876
JHR	-	(7,312)	(7,312)
CR	-	(18,385)	(18,385)
FG	32,702	(59,714)	(27,012)
EF	63,500	(61,323)	2,177
OL	23,806	(23,806)	-
LIDL	5,000	(5,000)	-
WARMS	9,826	(9,826)	-
SV3	63,986	(3,188)	60,798
CYCLE	39,998	(1,225)	38,773
PCH	7,000	-	7,000
B2B HS	31,700	(910)	30,790
KCCF	9,463	-	9,463
BRS	39,250	(32,227)	7,023
	682,108	(728,539)	(46,431)
TOTAL FUNDS	877,188	(844,145)	33,043

continued...

18. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	592,745	29,749	622,494
Restricted funds			
ST	20,261	(20,261)	-
B2B	3,091	(3,091)	-
BTC	10,311	(10,311)	-
STEBO	207,000	(104,000)	103,000
YFS	32,411	86,638	119,049
RES2	10,949	(10,949)	-
PCL	15,005	(15,005)	-
WGFH	1,944	(1,944)	-
TZWH	27,957	(27,957)	-
SVP	28,281	(28,281)	-
SV2	-	5,037	5,037
TT	-	18,509	18,509
CIN	-	43,550	43,550
JHR	-	7,312	7,312
CR	-	18,385	18,385
FG	-	65,393	65,393
	357,210	23,025	380,235
TOTAL FUNDS	949,955	52,774	1,002,729

continued...

18. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	267,304	(237,555)	29,749
Restricted funds			
ST	69,059	(89,320)	(20,261)
B2B	75,692	(78,783)	(3,091)
BTC	-	(10,311)	(10,311)
STEBO	-	(104,000)	(104,000)
YFS	208,890	(122,252)	86,638
RES2	-	(10,949)	(10,949)
PCL	-	(15,005)	(15,005)
WGFH	4,173	(6,117)	(1,944)
TZWH	6,132	(34,089)	(27,957)
SVP	-	(28,281)	(28,281)
HUBB	3,000	(3,000)	-
CWYVS	9,918	(9,918)	-
VIW2	11,285	(11,285)	-
SV2	44,324	(39,287)	5,037
TT	30,341	(11,832)	18,509
CIN	49,500	(5,950)	43,550
WS	9,974	(9,974)	-
FCFH	711	(711)	-
SCC	6,092	(6,092)	-
JHR	9,487	(2,175)	7,312
CR	18,385	-	18,385
FG	65,404	(11)	65,393
	622,367	(599,342)	23,025
TOTAL FUNDS	889,671	(836,897)	52,774

continued...

18. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	592,745	109,223	701,968
Restricted funds			
ST	20,261	(4,136)	16,125
B2B	3,091	(3,091)	-
BTC	10,311	(10,311)	-
STEBO	207,000	(159,000)	48,000
YFS	32,411	6,736	39,147
RES2	10,949	(10,949)	-
PCL	15,005	(15,005)	-
WGFH	1,944	(1,944)	-
TZWH	27,957	(27,957)	-
SVP	28,281	(28,281)	-
VIW2	-	12,050	12,050
TT	-	13,201	13,201
FCFH	-	10,876	10,876
FG	-	38,381	38,381
EF	-	2,177	2,177
SV3	-	60,798	60,798
CYCLE	-	38,773	38,773
PCH	-	7,000	7,000
B2B HS	-	30,790	30,790
KCCF	-	9,463	9,463
BRS	-	7,023	7,023
	357,210	(23,406)	333,804
TOTAL FUNDS	949,955	85,817	1,035,772

continued...

18. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	462,384	(353,161)	109,223
Restricted funds			
ST	145,716	(149,852)	(4,136)
B2B	80,895	(83,986)	(3,091)
BTC	-	(10,311)	(10,311)
STEBO	-	(159,000)	(159,000)
YFS	265,848	(259,112)	6,736
RES2	-	(10,949)	(10,949)
PCL	-	(15,005)	(15,005)
WGFH	4,173	(6,117)	(1,944)
TZWH	9,964	(37,921)	(27,957)
SVP	-	(28,281)	(28,281)
HUBB	3,000	(3,000)	-
CWYVS	9,918	(9,918)	-
VIW2	46,516	(34,466)	12,050
SV2	98,498	(98,498)	-
TT	54,962	(41,761)	13,201
CIN	49,500	(49,500)	-
WS	9,974	(9,974)	-
FCFH	99,912	(89,036)	10,876
SCC	6,092	(6,092)	-
JHR	9,487	(9,487)	-
CR	18,385	(18,385)	-
FG	98,106	(59,725)	38,381
EF	63,500	(61,323)	2,177
OL	23,806	(23,806)	-
LIDL	5,000	(5,000)	-
WARMS	9,826	(9,826)	-
SV3	63,986	(3,188)	60,798
CYCLE	39,998	(1,225)	38,773
PCH	7,000	-	7,000
B2B HS	31,700	(910)	30,790
KCCF	9,463	-	9,463
BRS	39,250	(32,227)	7,023
	1,304,475	(1,327,881)	(23,406)
TOTAL FUNDS	1,766,859	(1,681,042)	85,817

continued...

19. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

20. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net income for the reporting period (as per the Statement of Financial Activities)	33,043	52,774
Adjustments for:		
Depreciation charges	80,458	129,458
Interest paid	1,125	2,101
Decrease in debtors	19,239	8,673
Decrease in creditors	(1,179)	(11,459)
Net cash provided by operations	132,686	181,547

21. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23 £	Cash flow £	At 31.3.24 £
Net cash			
Cash at bank	273,197	116,337	389,534
	273,197	116,337	389,534
Debt			
Debts falling due after 1 year	(63,557)	15,413	(48,144)
	(63,557)	15,413	(48,144)
Total	209,640	131,750	341,390

22. RESTRICTED FUNDS KEY

The Key to our restricted funds is as follows:

ST- The Big Lottery Fund funding our Stronger Together project.

B2B- The National Lottery Community Fund funding our Back 2 Basics Project.

#BTC- The National Lottery Community Fund funding our #Be the Change Project.

STEBO- Long term lease of property in Stebonheath Terrace Llanelli.

YFS- The National Lottery Community Fund funding our Y Fasged Siopa Project.

RES2- Funded by the Third Sector Recovery Fund for Wales Scheme, administered by WCVA.

PCL- The People's Postcode Lottery funding our Burry Port food store.

My Mind- WCVA Volunteering in Wales funding our My Mind Project.

WGFH-Stebonheath Community Food Hub funded by The Welsh Government.

continued...

22. RESTRICTED FUNDS KEY - continued

TZWH-The Welsh Government's Landfill Disposals Tax Communities Scheme, administered by WCVA funding our Towards Zero Waste Project.

SVP-Volunteering Wales Strategic Grants 2021/22, administered by WCVA funding our Strategic Volunteering Project.

HUBB-Hubbub Foundation funding our Community Fridge.

CWYVS- The Council for Wales of Voluntary Youth Services funding our Fun In The Sun Project.

VIW2- WCVA Volunteering in Wales funding our Food Resilience Volunteers project.

SV2- Volunteering Wales Strategic Grants 2022/23, administered by the WCVA funding our Strategic Volunteering Project.

TT- The Masonic Charitable Foundation funding our Time Together Project.

CIN- Children in Need funding our Youth Strategic Volunteering Project.

WS- The National Grid funding our Warm Spaces Project.

FCFH- The National Lottery Community Fund funding our Foothold Community Food Store.

SCC- Carmarthenshire County Council via The Welsh Government's Poverty Fund funding our Slow Cooker Club.

JHR- The Julia & Hans Rausing Trust contributing towards the funding of our Food Bank.

CR- Comic Relief via the WCVA contributing towards the funding of our Food Bank.

FG- Trusthouse Charitable Foundation and The Moondance Foundation funding our Family Guides Project.

EF -The Esmee Fairbairn Foundation funding our Full Circle Project

OL- Our Llwynnendy

LIDL-

WARMS-The National Grid funding our Warm Spaces Project.

SV3- Volunteering Wales Strategic Grants 2023/24, administered by the WCVA funding our Strategic Volunteering Project.

CYCLE- The Welsh Government's Landfill Disposals Tax Communities Scheme, administered by WCVA, funding our Pedal Power Project.

PCH-Pencader Community Food Hub

B2BHS- The Henry Smith Charity funding our Back 2 Basics Project.

KCCF- King Charles Coronation Fund

BRS- Hubbubb Foundation funding our Bright Sparks Project.

We would also like to extend our gratitude to The Garfield Weston Foundation,The Sylvia Adams Charitable Trust, The Esmee Fairbairn Foundation and The Vinci Trust for core funding received.

Foothold Cymru

England & Wales - Charity number 1188696

Accounts

TRUSTEES' ANNUAL REPORT and UNAUDITED FINANCIAL ACCOUNTS FOR YEAR ENDED 31st MARCH 2023

FOOTHOLD CYMRU

Foothold Cymru
THE LORD ARTHUR RANK CENTRE, TROSTRE ROAD, LLANELLI, SA14 9RA

A.1 INTRODUCTION 2

A.2 STRUCTURE, GOVERNANCE AND MANAGEMENT 3

A.3. PUBLIC BENEFIT 6

A.4. OBJECTS AND AIMS 6

A.5. STRATEGIC OBJECTIVES, ACTIVITIES AND ACHIEVEMENTS 7

A.6. RESERVES AND RESERVES POLICY 14

A.7 CHALLENGES AND FUTURE PRIORITIES 14

TRUSTEES' ANNUAL REPORT FOR YEAR ENDED 31st MARCH 2023

The Trustees are pleased to present their Annual Report together with the financial statements of the Charity for the year ending 31st March 2023.

They are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The Charity Commission entered the Company onto the Register of Charities with the Registered Charity Number 1188696 in March 2020.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) as amended for accounting periods from 1 January 2016.

A.1 Introduction

Foothold Cymru is a social justice organisation, established over 30 years ago. Our vision is of a Wales, where every individual enjoys a decent standard of living free from poverty with social, economic and environmental justice for all.

Our mission is to support people to address the causes and consequences of poverty and inequality, through designing our services with, not for, individuals and communities most affected by these issues.

Our services change lives and are grouped under the following themes.

- Live and Thrive: This pillar underscores our dedication to improving overall well-being and quality of life. It involves our efforts to combat poverty and enhance access to necessities.

- Learn and Grow: The Learn and Grow pillar represents our commitment to education, skill development, and individual growth. It includes both non-accredited and accredited training programs, catering to a diverse range of learners. This pillar empowers individuals with the knowledge and skills needed for development and growth.
- Protect and Sustain: In our commitment to Protect and Sustain, we're focused on reducing waste, supporting biodiversity, and ensuring fairness in environmental matters. We're also dedicated to using sustainable practices.

These are the areas we believe the biggest challenges lie and where we believe we can make the most impact.

Each one is a vital part of our journey towards our vision of a Wales with social, economic and environmental justice for all; each area is connected, so our response must be too.

This work is underpinned by our recognition that the solutions, and the skills to put them in place, are often to be found in the lived experiences and understanding of the people and communities affected. Our recognition finds expression in projects that develop the capacity of individuals to contribute and our determination to put co-production at the heart of all our work. The above objectives and activities reflect the Charity's principles, which are:

- Community: strong communities as loci for mutual support and the realisation of individual potential.
- Education: both formal and informal, as a means by which individual potential can be realised.
- Human enterprise and endeavour: as the drivers for individuals and communities to address the challenges they face.
- Sustainable development: through which the security and wellbeing of future generations are protected by the responsible practices and use of resources of the current generation.
- Justice: driven by tackling entrenched social inequalities and ensuring that those who are traditionally under-represented in society have a strong voice in how our society is run.

A.2 Structure, Governance and Management

Foothold Cymru is a Registered Charity (number: 1188696). The liability of Trustees in limited to a sum not exceeding £10. As set out in the Articles of Association, all Trustees and designated officers, including the Chair, are appointed at the AGM. The term of office for Trustees is initially three years, with the possibility of ongoing renewal with the agreement of majority of the trustees. In appointing new Trustees, attention is paid to the need to have a wide array of skills and diversity, including gender, age, ethnicity, disability, and sexuality. The Trustee Board meets no less than four times in each financial year. We are extremely proud of the progress we have made during the last year to further expand and diversify the composition of the board.

A.2.1. Functions of the Board

The Board of Trustees fulfils the following functions:

- To have control of the Charity and its property and funds.

- To have responsibility for the Charity's overall governance and strategic direction.
- To develop the aims, objectives and organisational goals in accordance with the legal and regulatory framework of the sector and in line with the Charity's governing document, continually striving for best practice in governance.
- To uphold the fiduciary duty invested in the position, undertaking such duties in a way that adds to public confidence and trust.
- To interview, appoint and monitor the work and activities of senior paid staff. All members of the Board of Trustees are required to sign a Code of Conduct and a Declaration and Register of Interest form.

A.2.2. Main Responsibilities of the Board

- Managing organisational performance and risk – developing and reviewing the organisation's strategy, objectives, performance, statutory compliance and risk, continuously ensuring the measurement of our impact.
- Leadership and strategy – leading the development of the organisation's vision, mission, values and strategic direction.
- Strategic planning and implementation – agreeing coherent, strategic plans and timetables, monitoring performance and reviewing outcomes and impact.
- Communication – promoting the work of the organisation to a variety of external partners, stakeholders and audiences.
- Equality and diversity – championing equality and diversity in everything that the organisation does, particularly in the context of making people matter and working with some of the most disadvantaged people in society.
- Safeguarding – monitoring the organisation's conduct to ensure that safeguarding standards are maintained.

A.2.3. Induction and Training of New Trustees

New Trustees receive an induction pack containing the following:

- Declaration to act as a Trustee.
- Terms of Reference.
- Code of Conduct.
- Equal Opportunities monitoring form.
- Declaration of Interest Form.
- Skills and Knowledge Audit.
- Charity Commission CC3 document.
- Responsibilities of Trustees.
- Memorandum and Articles of Association.
- Annual Report and Accounts.
- Information regarding Trustee Board meetings

A.2.4. Related Parties

All interests are required to be declared and signed in the Trustee's Declaration of Interests pro-forma. This process is updated annually at the AGM and/or as required. In addition, all Trustees are required to declare any interest pertinent to the agenda at all Board Meetings.

A.2.5. Organisational Structure

The Board of Trustees administers the Charity. In so doing, it meets quarterly, with two committees reporting to it: namely The Finance, Risk, Audit and People Committee and the Governance & Operational Performance Committee. Both committees have the authority to

form task and finish groups and subgroups in furtherance of its work. During the year in question there were 2 subgroups namely Safeguarding Sub Committee and the Renumeration Sub Committee.

A Chief Executive Officer (CEO) is appointed by the Trustees to oversee the Charity's day-to-day operations. To facilitate effective operations, the CEO has delegated authority, within terms of delegation approved by the Board, for operational matters including finance, employment, and performance related activities.

The CEO is supported by a Deputy Chief Executive and a Senior Management Team taking operational responsibility for the successful delivery of the Charity's various projects and services.

A Finance Manager is responsible for administering the Charity's accounts whilst an Operation Manager has oversight of the central services such as Health and Safety, GDPR and other core services.

At the end of the Financial Year 2022/23, the Charity employed 18 members of staff, either on part time or full-time contracts. Foothold Cymru is a Real Living Wage employer.

As an organisation we are committed to transparency in our work and include staff in our decisions and as such we operate an 'open door' policy where staff are encouraged to ask questions about our activities, strategy, performance and current initiatives. We continuously interact and communicate with staff through committees, meetings, working groups and day to day management. Additionally, staff have the support of a wellbeing officer who provides information, support and organises wellbeing events.

The charity is fortunate to have committed and inspirational volunteers. Over the course of 2022/23 we have had the support of 42 volunteers. The skills and knowledge of our volunteers is a huge asset to the charity, and we have over the recent past used their experience to improve our volunteer management programme to make it as impactful as possible. Part of this journey was to begin the process of gaining Investors in Volunteering accreditation, which we hope to complete in 2023/24

A.2.6. Policies and Procedures

The conduct of the Charity and the delivery of services are guided by a comprehensive set of policies and procedures to ensure that its governance, financial management, security, management and operation are in keeping with best practice. All staff are aware of their responsibilities in relation to these policies, together with the expectation that they adhere to them in their day-to-day working. All policies and procedures are reviewed by the Board of Trustees on a scheduled basis, unless legislative change dictates otherwise, or in the event of an incident that gives rise to a need for review of the provisions, interpretation, and implementation of a policy.

A.2.7. Safeguarding

As a Charity working with vulnerable people of all ages, we take our responsibilities with regards safeguarding very seriously. This includes having well-established systems and processes to ensure that the safety and interests of those concerned are protected at all times. These include, but are not limited to, a Child Protection and Safeguarding Policy and a Safeguarding Adults at Risk Policy. We also have a safeguarding code of conduct and an online safeguarding policy and procedure.

All Trustees and staff undergo the appropriate level of Disclosure and Barring Scheme checks upon appointment. All staff undergo comprehensive safeguarding training on an annual basis

and are aware of the various forms of abuse that might occur and how these might manifest themselves, as well as the procedures to be adopted where these are suspected. We publish an annual safeguarding report which reviews our work over the previous year and sets out our action plan for the coming year.

A.2.8. Risk Management

The Trustees believe that they have identified the major risks to which the charity is exposed and how these risks can be mitigated. This has been aided by a robust risk management process. The process identifies the types of risks the Charity faces, prioritises them in terms of likelihood of occurrence and potential impact, identifies the means of managing these risks and monitors how they are managed. The risk register is reviewed quarterly, with relevant exemption reports presented to the Board. Trustees review the adequacy of protection against these risks and, where this appears insufficient, put in place appropriate procedures to mitigate them.

The biggest risk for the Charity continues to be our over-reliance on short-term and limited funding at a time when the demand for our services grows. Therefore, an important strand of the Board's strategy is to continue to demonstrate the Charity's ability to provide added value as an organisation, whilst simultaneously demonstrating excellent outcomes and impact. At the same time, the organisation looks to expand its income streams and look for new sources of growth.

A.3. Public Benefit

As required by the Charities Act 2011, the Charity Commission for England and Wales issued its general guidance on the criteria it will use to determine whether a charity provides public benefit. The Board of Trustees has considered the relevant guidance and is satisfied that the organisation provides considerable public benefit, as demonstrated in this report. We have referred to the guidance when reviewing our purpose and mission and in planning future activities. Consideration is given to how planned future activities will contribute to the delivery of public benefit. Thus, development activities and proposals for funding applications are presented to Trustees for approval based on their ability meet this requirement. In making their decisions, Trustees assure themselves that all proposals target members of the community who are experiencing social exclusion based on one or more of the factors identified or are at risk of doing so. At the same time, Trustees ensure that the outcomes of the Charity's work, and the public benefits that derive from it are demonstrable through qualitative, as well as quantitative research methodologies. Furthermore, Trustees assure themselves that no potential barriers to participation by the target groups exist, and that issues of equality and diversity are adhered to.

A.4. Objects and Aims

The Charity's objects are to develop the capacity and skills of members of socially and economically disadvantaged communities in Wales in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society, in particular but not exclusively by:

a) equipping disadvantaged or otherwise excluded people with the skills and competencies required to take responsibility for identifying and meeting their needs and those of the community.

b) the delivery of formal, informal and community education programmes that provide socially and economically disadvantaged people opportunities to gain

nationally recognised qualifications and / or develop the knowledge, skills and competencies required for independent living and the labour market.

c) the promotion, provision and facilitation of volunteering, training, and work experience opportunities to unemployed or underemployed people who are disadvantaged in the labour market.

A.5. Strategic Objectives, Activities and Achievements

We are currently at the end of the third year of our strategic plan 'Stronger Together'. In 2020 we set out four strategic priorities namely:

- Build Stronger Financial Foundations:

We have focused on strengthening the organisation's financial health to establish a more robust financial base. This has entailed actions such as reducing costs, diversifying funding sources, and building up reserves.

- Create Stronger Impact:

The aim of priority is to make a lasting difference in the community by connecting, inspiring, and mobilising local people to take actions that support individual and community well-being. We have also improved how we measure and communicate the impact of our efforts. We want to be clear and honest about our actions, striving to make a more significant, positive difference in the lives of the people we serve.

- Establish a Stronger Organization:

We have invested in the growth and capacity of the organisation by empowering our staff and volunteers whilst continuing to strengthen governance arrangements. This also involves providing training and development opportunities for employees, retaining a skilled and motivated workforce and optimizing volunteer management.

- Foster Stronger Partnerships and Sustain Growth:

Under this heading we have actively involved our participants in decision-making processes to ensure that our work is responsive, relevant, and sustainable. We have also sought out collaborative partnerships with other organizations that share common goals to maximise our collective strength and impact.

Examples of our progress against the four agreed strategic objectives over the year to March 2023 are given below:

A.5.1 Build Stronger Financial Foundations:

We were pleased to note that despite challenging external conditions we secured an encouraging level of new income over the last year which has enabled us to deliver a wide range of projects in furtherance of our mission. We further developed our internal capacity to increase our fund-raising income and are currently working with a range of corporate doners who believe in our work and mission. We also looked at the feasibility of establishing a viable social enterprise that aligns with the organisation's mission and can generate a sustainable revenue.

A.5.2 Create Stronger Impact:

During the year we have supported 2893 people across our various services.

To understand our impact, we conducted an organisational wide survey with a sample of nearly 20% of the people supported across our services. This work was supported by focus groups and data collected from project specific monitoring processes.

Foothold Cymru's impact is captured across five key areas as set out in our organisational Theory of Change

- Increased financial resilience.
- Improved environmental justice.
- Increased community cohesion.
- Increasing engagement with learning.
- Enhanced health and wellbeing.

A.5.2.1 Increased financial resilience

Why we are needed:

The relentless rise in the cost of living has posed a formidable challenge for individuals striving to meet their fundamental needs such as food and energy. For many of our participants who were already navigating financial strains, the surge in energy and food costs during the autumn and winter of 2022/23 only intensified the pressure on their family incomes.

What we do:

- Income Support: Implement services to help low-income individuals and families reduce their household expenses. Examples are our food stores and clothes and school uniform exchange,
- Employability Training and Employment Opportunities: We offer employability training to equip people with the skills to secure employment.
- Financial Literacy Education: We provide money management courses to empower individuals with the knowledge and skills to manage their finances effectively.

The difference we make:

Key achievements:

- £749,194 in household savings across all our participants.
- 72% of participants said that they had made wiser and more financially sound choices because of our support.

"The community store is a great resource for families. It helps me to make my money go a lot further.	***"The shop has been a lifeline"***
"I feel so much more in control of my bills. I'm able to sleep better at night because I'm more organised".	***"Last year I couldn't afford new shoes and coats for my children. I felt so embarrassed, so useless. Foothold, with no fuss, stepped in and were able to help".***

A.5.2.2. Promoting environmental justice

Why we are needed:

At Foothold Cymru, our commitment stems from an understanding that the ongoing disregard for our planet is not only unsustainable but also disproportionately affects marginalised communities. Whether it's due to poor air quality, limited access to green spaces, fly-tipping, or hazardous workplaces, disadvantaged communities bear the brunt of environmental injustice.

What we do:

- E-Waste Collection and Recycling: We teach young people to repair old computers, smartphones, and other electronic devices (E-waste), originally destined for landfill. The repaired items are donated to the local community.
- Community Repaint Store: Local people can buy recycled paint at a very lost cost, paint that would otherwise have gone to landfill.
- Arts and Crafts Scrap Store: Offers a space where crafters can find or exchange leftover materials like fabric scraps, yarn, beads, paper, and other craft supplies.
- Events: Host events where community members can donate items they no longer need and take items they can use, fostering a culture of reuse and reducing landfill waste.
- Tool Library: Our tool lending library offers a space where community members can borrow tools they need for various home improvement, gardening, or DIY projects instead of buying new ones.
- Tool Drives: We organise campaigns to collect and refurbish tools that are no longer in use. These tools can then be lent out or shared through our Tool Library.
- Clothes and Uniform Exchange: Provides a service where individuals can exchange or donate children's clothing and uniforms they've outgrown or no longer need.
- Composting Workshops: We provide a community composting site and training on composting techniques and provide resources to help people compost their organic waste at home, reducing landfill waste and creating nutrient-rich soil.
- Repair Cafes: We host repair events where skilled volunteers help community members fix broken items such as electronics, bikes, small appliances, clothing and furniture, promoting repair over disposal.
- Upcycling Workshops: We offer classes or workshops that teach people how to transform old or discarded items into new and useful products.
- Zero Waste Education: We conduct workshops, seminars, and informational sessions to raise awareness about the principles of Zero Waste and provide tips on reducing waste in everyday life.
- Community Garden: We have created a space to grow our own food using sustainable gardening practices. The proceeds are donated to our community fridge.

The difference we make:

Key achievements:

- 89% of our participants reported increased knowledge and skills to reduce waste.
- Diverted 56 tonnes of waste from landfill through repair and reuse activities.

"Borrowing the tools [from the tool shed] has meant I've saved money as well as doing my bit for the environment"	***"I'm so glad I came to you for paint, you have saved me and my family so much money! Without this we could lose our deposit as the Landlord is strict about the house being returned re-decorated and we don't have the money to buy paint. Thank you so much for all the services you have here."***
"Clare loves art, it helps her focus and concentrate. If she's stressed, we will	***"When my husband died, I had a shed full of tools, tools I would never use. He***

stop, and she will draw her cartoons and stories. The Scrap Store has meant she can use inks and pens, something we can't afford, and she's improved so much".	***was the handyman. I donated them to the toolshed. It makes me feel so much better to know they are in good hands not rusting away in that shed. I know they are being looked after and that local people are benefiting from their use."***

A.5.2.3. Increased Community Cohesion

Why we are needed:

Community cohesion is a strong force for positive transformation. It addresses the growing disconnection in communities and the challenges people face in isolation. By fostering connections and mutual support, it significantly increases individuals' sense of belonging to their community. In practical terms, when people feel connected, they are more likely to collaborate and address problems together. This collaborative effort can lead to tangible improvements in the community, such as enhanced safety, better education, and increased economic opportunities.

What do we do:

- Volunteering programs: Our volunteering programmes provide individuals from school age upwards with opportunities to connect with others who share common interests and values. They enable people to give back to their community while forming meaningful connections.
- Shared space: During the winter of 2022/23, our Warm Hub not only met a basic need for shelter from the cold but also served as a physical hub for people to gather, socialise, and share their experiences.
- Workshops and courses: Our workshops and courses act as catalysts for personal growth and capacity building while also facilitating connections with those who share similar interests. They empower individuals with valuable skills and knowledge.
- Community cohesion events: Through our partnership with Llanelli Multi-Cultural Network (LMCN), we have hosted community events that bring together people from diverse backgrounds, promoting cultural exchange and understanding.
- Building intergenerational relationships: From gardening to cookery classes, from arts and craft group to DIY, we have actively nurtured intergenerational relationships, bridging generational divides and facilitating the transfer of experiences and wisdom, benefiting both the young and old.
- Lived experience working groups: We involve individuals who have firsthand experience with the challenges at hand, ensuring that their voices guide our efforts.
- Steering groups: Collaborative teams steer our initiatives, ensuring that diverse perspectives and expertise are considered in decision-making.
- Peer to peer mentors: We provide opportunities for community members to learn from and support each other.

The difference we make:

- 87% of participants shared that they connected with new people and made new friends.
- 88% of respondents expressed feeling that there are now more individuals they can turn to for help when needed.

"I enjoy helping with the workshops. It's a great way to share the skills my mother taught me and help other people learn to cook"	*"Volunteering gives me a feeling that I know that I have made a difference, that it has a lasting effect…it makes you feel happy in yourself, you're helping the community, you're volunteering"*
"The Hobby Lobby is a great place to meet new friends, learn new skills and stay warm. Without it would be just me, at home, all alone.	

A.5.2.4 Increasing Engagement with Learning

Why We Are Needed:

Foothold Cymru believes that everyone deserves the opportunity to develop their skills and reach their full potential, however, many people lack the qualifications and/or experience they need to succeed.

What We Do:

- After school clubs and activities: Running extracurricular activities to engage young people in educational and recreational pursuits.
- Mentoring and career guidance: Pairing young people with mentors who can guide them in making informed education and career choices.
- Life skills training for young people: Cooking, housekeeping, personal organisation and personal development skills.
- Parenting support workshops: Offering workshops to help parents support their children's learning and development.
- Digital inclusion programs: Assisting individuals in acquiring digital skills, access to the internet, and online safety awareness.
- Employment training: Providing workshops on CV writing, employability skills, job search techniques, interview skills, and career development.
- Adult learning courses: Offering a range of courses, including arts and crafts, cooking, gardening, foraging and hobby-related classes for lifelong learners.
- Financial literacy workshops: Delivering financial education programs to help individuals manage their finances effectively.
- Digital inclusion initiatives: Bridging the digital divide by providing access to computers, Wi-Fi, and digital skills training.

The Difference We Have Made

Key achievements:

- 84% of members said they learnt new skills and had new experiences.
- 76% of participants said they had a greater level of confidence to tackle new things.

"Being part of this project has been a fantastic learning experience for me. I've picked up new skills and had lots of new opportunities"	*"I now buy and cook more healthy food and I'm not afraid to try new things".*
I guess it was having the confidence to just try something different. I would have never imagined putting shelves up without going on the course. I would	*I feel far stronger, as a person, and learnt so much since volunteering with Foothold. It's really helped with my confidence.*

have had to pay for help which I can't afford.	

A.5.2.5. Improved Health and Wellbeing

Why are we needed:

Health inequalities in Wales persist as a pressing concern, reflecting disparities in health outcomes among different socio-economic and demographic groups. While Wales has made significant strides in its healthcare system, significant gaps remain. Individuals from disadvantaged backgrounds often face shorter life expectancies, higher rates of chronic illnesses, and reduced access to quality healthcare services. Geographic disparities, with higher levels of deprivation in certain areas, exacerbate these inequalities.

We aim to provide support that results in improved mental and physical well-being, healthy eating habits, reduced food insecurity, and community connectedness. Our approach focuses on addressing both immediate challenges and underlying factors that contribute to overall health and well-being.

What do we do:

- Provide access to affordable and nutritious food: We ensure that community members have access to affordable, high-quality, and nutritious food to promote better physical health and reduce food insecurity.
- Cookery courses: We offer cooking courses to empower individuals with the skills and knowledge needed to make healthier dietary choices; enhancing their overall well-being.
- Green Gyms. Our green gyms within the growing scheme provide opportunities for physical activity in a natural setting, promoting physical fitness and mental well-being.
- Mental health Support We provide practical interventions to reduce stress and anxiety, supporting the mental well-being of community members.
- Raising awareness of mental health issues: We engage in efforts to raise awareness of mental health issues; reducing stigma and fostering an environment of understanding and support.

The difference we make:

Key achievements:

- 76% of people said the support provided had contributed to improved wellbeing.

"Yeah, my mental health has improved for the better. I'm much better at social interactions, learning and better at engaging in conversations now. I can talk to more people now and I can do public speaking – I couldn't do that before".	*"Volunteering has had a positive impact on my mental wellbeing, it was helpful to talk about issues in a constructive manner. It gave me space to speak. It's boosted my confidence for sure"*
"My levels of anxiety have got better since Foothold. I'm not so worried about being able to afford to support my family"	*"Getting to the end of the week and not having enough money for food is the worst. You panic, you can't sleep, it's scary. Knowing I can use the shop at*

	Foothold has helped so much. I don't feel so bad"

A.5.3. Foster Stronger Partnerships and Sustain Growth:

Recognising the benefits of partnership working and collaboration we continued to work to identify potential partners across public, third and business sectors. Resulting in collaboration with the NHS, the Llanelli Multi-Cultural Networks and range of other organisations. This increased our capacity to deliver on our mission through leveraging greater expertise, knowledge, innovation, and resources.

We are also pleased to have helped a range of organisations who have approached us for guidance on a variety of issues, particularly around our work on food resilience.

We continue thorough assessments and research to identify gaps in service provision within Carmarthenshire. This involves collecting data, conducting surveys, and consulting with participants to understand their needs. Integral to this are mechanisms for ongoing communication and engagement with local people and communities via our lived experience working groups). We used regular meetings, focus groups, surveys, and feedback sessions to ensure voices are heard and acted upon in the design, delivery, and evaluation of projects.

A.5.4. Establish a Stronger Organisation:

We made significant progress towards establishing our new management structure, a keystone of our succession strategy, strengthening our senior management team from 4 to 8 individuals. This has led to improved innovation and decision making due to an increased diversity of ideas.

We have continued to provide a comprehensive staff wellbeing programme that has focused on emotional, financial, and physical wellbeing. We have a wellbeing officer to support our work in this area. Examples of important strategies include staff being able to access five paid days to undertake external volunteering or personal development activities, our comprehensive flexible working policy and the providing of training and professional development opportunities for staff to enhance their skills and knowledge, ultimately improving the organisation's capacity to achieve its mission. We carried out our staff survey and were delighted with the level of satisfaction expressed by staff. In a world characterised by short-term contracts due to insecure funding we are grateful for their commitment, loyalty, and hard work.

We continue to add to our Board of Trustees, with three new trustees joining us during the year as we sought to increase the diversity of representation. This in turn has strengthened our governance arrangements through increasing the range of skills and experiences on the board.

We recognise that the world of volunteering has changed significantly over recent years, as has the value we place on our time. Our volunteering strategy is to make the experience 'easy, flexible and inclusive'. Some volunteers provide a regular commitment whilst others can only spare the occasional hour. Our new flexible approach has increased our volunteer base by 20% increasing our ability to deliver on our mission.

We have continued again this year to have a strong focus on our monitoring and evaluation processes, regularly collecting and analysing data relating to the organisation's activities and impact. This includes tracking key performance indicators (KPIs) to ensure that the organisation is meeting its goals and making data-driven decisions for improvement.

We maintained our commitment to continuously evaluate, measuring the organisation's impact on its intended participants and the broader community through a variety of mechanisms including impact assessments, surveys, and case studies to assess the effectiveness of programs and services.

We made good progress over the year on our quality improvement agenda. Implementing quality control measures to ensure that the organisation's products and services meet established standards and expectations.

We want all our volunteers to have an incredible experience, know that every hour they donate is valued, and truly feel that they are making a difference to Foothold Cymru. As an indicator of our commitment this year we began the process of gaining Investors in Volunteering status

A.6. Reserves and Reserves Policy

In formulating this policy Foothold Cymru has followed the Charity Commission guidelines to developing a reserves policy. Namely, it has:

- Defined the nature of charitable reserves held.
- Identified functional assets.
- Understood the financial impact of risk.
- Reviewed its sources of income.
- Looked at plans and commitments.

Restricted Funds

Foothold Cymru delivers upward of a dozen grant projects funded via restricted funds which are for the sole use of designated projects.

Unrestricted Funds

Typically, these funds are expendable at the discretion of the Trustees in furtherance of the charity's objects and may be designated for a particular project or purpose. The majority of Foothold Cymru's unrestricted funds are held in the form of fixed assets which earn an income for the charity to use for its charitable activities.

On becoming a Charity in 2020, the Board of Trustees reviewed the charity's need for free reserves in line with the guidance issued by the Charity Commission.

The Reserves Policy, approved in March 2020, and reviewed annually targets free reserves to be maintained within a range of three to six months' unrestricted operational expenditure. The trustees aim to work towards achieving this goal over the next five years.

A.7 Challenges and Future Priorities

We are currently in the final year of our strategic plan. Each year, within the remit of our Strategic Plan we set key strategic priorities for the new financial year to further strengthen our ability to withstand pressures and maximise opportunities.

In late 2022 our Board of Trustees scrutinised our Strategic Plan and considered the lessons of the past year. The review highlighted several challenges:

- The impact of the cost-of-living crisis on the mental wellbeing of our participants.
- The increase in demand for our services in contrast to the diminishing funding that is available.

- The need to address environmental justice at a local level so all voices can be heard.

Our strategic objectives remain unchanged.

We are expecting 2022/23 to be another challenging year as the sector continues to struggle to manage their budgets and finances in the face of rising demand following years of austerity and cost cutting compounded by the pandemic, Brexit and the cost-of-living crisis.

As ever Foothold Cymru needs to keep looking ahead at income sources so that we can continue to deliver high quality services that provide support to vulnerable people and communities.

Objectives for Foothold Cymru in the year ahead will be to continue to work closely with local people to develop new services that meet the emerging needs of the communities we work with. We will also drive forward our plans to invest in a new CRM system to further develop our capacity to monitor outputs and outcomes and demonstrate our impact. Succession planning continues to be high on our agenda and we will continue to look at strengthening our newly formed senior management team through a program of learning and development, creating the leaders of the future.

As always, we couldn't achieve what we do without the commitment and motivation of our volunteers. Foothold Cymru is proud of our volunteer recruitment and management processes, but we can always do more. In recognition of this we committed this year to achieving Investment in Volunteering status, and this will reflect our strength of practice in this area..

REGISTERED COMPANY NUMBER: 02633128 (England and Wales)
REGISTERED CHARITY NUMBER: 1188696

TRUSTEES' REPORT AND

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

FOR

FOOTHOLD CYMRU

Charles & Co
Chartered Certified Accountants
3 Murray Street
Llanelli
Carmarthenshire
SA15 1AQ

FOOTHOLD CYMRU

CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

	Page
Trustees' Report	1
Independent Examiner's Report	2
Statement of Financial Activities	3
Balance Sheet	4 to 5
Cash Flow Statement	6
Notes to the Financial Statements	7 to 21
Detailed Statement of Financial Activities	22

FOOTHOLD CYMRU

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023

The Trustees are pleased to present their annual Directors' Report together with the financial statements of the Charity for the year ending 31st March 2023. They are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The Charity Commission entered the Company onto the Register of Charities with the Registered Charity Number 1188696 in March 2020.
The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) as amended for accounting periods from 1 January 2016.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
02633128 (England and Wales)

Registered Charity number
1188696

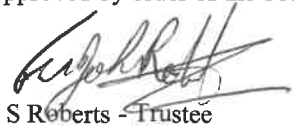
Registered office
The Lord Arthur Rank Centre
Trostre Road
Llanelli
Carmarthenshire
SA149RA

Trustees
F S Roberts
J Lewis
D J Powell
P Freeman
Reverend J E Phillips
Mrs K L Owen
P R Piana
Ms B Wiffen (appointed 22.4.22) (resigned 30.3.23)
Mrs S Kays (appointed 29.5.22)
Dr M Goodfellow-Smith (appointed 3.1.23)
Ms J Rees (appointed 22.3.23)
Ms K Thomas (appointed 22.3.23)

Company Secretary
Mrs J Morgan

Independent Examiner
Charles & Co
Chartered Certified Accountants
3 Murray Street
Llanelli
Carmarthenshire
SA15 1AQ

Approved by order of the board of trustees on 26 October 2023 and signed on its behalf by:



F S Roberts - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FOOTHOLD CYMRU

Independent examiner's report to the trustees of Foothold Cymru ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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

R. A. Williams
The Association of Chartered Certified Accountants

Charles & Co
Chartered Certified Accountants
3 Murray Street
Llanelli
Carmarthenshire
SA15 1AQ

26 October 2023

FOOTHOLD CYMRU

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	179,076	622,367	801,443	800,466
Investment income	3	88,228	-	88,228	104,329
Total		267,304	622,367	889,671	904,795
EXPENDITURE ON					
Charitable activities	4				
Beneficiary Support		227,106	581,986	809,092	828,883
Other		10,449	17,356	27,805	-
Total		237,555	599,342	836,897	828,883
NET INCOME		29,749	23,025	52,774	75,912
RECONCILIATION OF FUNDS					
Total funds brought forward		592,745	357,210	949,955	874,043
TOTAL FUNDS CARRIED FORWARD		622,494	380,235	1,002,729	949,955

The notes form part of these financial statements

FOOTHOLD CYMRU

BALANCE SHEET
31 MARCH 2023

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Intangible assets	10	25,458	-	25,458	50,916
Tangible assets	11	619,920	103,000	722,920	826,920
Investments	12	2	-	2	2
		645,380	103,000	748,380	877,838
CURRENT ASSETS					
Debtors	13	42,776	7,288	50,064	58,737
Cash at bank		3,250	269,947	273,197	153,108
		46,026	277,235	323,261	211,845
CREDITORS					
Amounts falling due within one year	14	(4,199)	-	(4,199)	(59,422)
NET CURRENT ASSETS		41,827	277,235	319,062	152,423
TOTAL ASSETS LESS CURRENT LIABILITIES		687,207	380,235	1,067,442	1,030,261
CREDITORS					
Amounts falling due after more than one year	15	(64,713)	-	(64,713)	(80,306)
NET ASSETS		622,494	380,235	1,002,729	949,955
FUNDS	17				
Unrestricted funds				622,494	592,745
Restricted funds				380,235	357,210
TOTAL FUNDS				1,002,729	949,955

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

continued...

BALANCE SHEET - continued
31 MARCH 2023

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

The financial statements were approved by the Board of Trustees and authorised for issue on 26 October 2023 and were signed on its behalf by:

F S Roberts - Trustee

The notes form part of these financial statements

FOOTHOLD CYMRU

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	19	181,547	119,307
Interest paid		(2,101)	(4,220)
Net cash provided by operating activities		179,446	115,087
Cash flows from investing activities			
Purchase of fixed asset investments		-	(2)
Net cash provided by/(used in) investing activities		-	(2)
Cash flows from financing activities			
Loan repayments in year		(15,593)	(107,652)
Capital repayments in year		-	(1,589)
Net cash used in financing activities		(15,593)	(109,241)
Change in cash and cash equivalents in the reporting period		163,853	5,844
Cash and cash equivalents at the beginning of the reporting period	20	109,344	103,500
Cash and cash equivalents at the end of the reporting period	20	273,197	109,344

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. This is not consistent with prior years. The financial statements have been prepared under the historical cost convention.

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows;
- the requirement of paragraph 3.17(d);
- the requirements of paragraphs 11.42, 11.44, 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c);
- the requirements of paragraphs 12.26, 12.27, 12.29(a), 12.29(b) and 12.29A;
- the requirement of paragraph 33.7.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Intangible assets/ intellectual property
Intellectual property represents costs incurred in Research and development time and resources spent on generating knowledge and information on new projects that Foothold Cymru will tender for from ESF and The big Lottery, the economic benefit of which is expected to flow to the corporation in future periods, usually the next three financial years. As such each year's capitalised cost is written off over three years commencing in the following financial year.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Foothold Enterprise Village	- not provided
The Business Centre	- at varying rates on cost
The Lord Arthur Rank Centre	- not provided
Plant and machinery	- 20% on cost
Fixtures and fittings	- 20% on cost
Motor vehicles	- 20% on cost
Computer equipment	- 20% on cost

Fixed Assets purchased with restricted funds are expensed in the year of purchase.

Taxation
The charity is exempt from corporation tax on its charitable activities.

continued...

1. ACCOUNTING POLICIES - continued

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments
Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	35,256	23,621
Grants	740,881	776,845
Fees Received	25,306	-
	801,443	800,466

Grants received, included in the above, are as follows:

	2023	2022
	£	£
Other grants	740,881	776,845

3. INVESTMENT INCOME

	2023	2022
	£	£
Rents received	88,228	104,329

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs
	£
Beneficiary Support	809,092

continued...

5. SUPPORT COSTS

	Finance	Governance costs	Totals
	£	£	£
Other resources expended	4,711	23,094	27,805

6. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Depreciation - owned assets	104,000	53,749
Hire of plant and machinery	16,714	22,331
Development costs amortisation	25,458	25,458

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

8. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	336,827	395,717
Social security costs	24,428	28,583
Other pension costs	11,362	12,542
	372,617	436,842

The average monthly number of employees during the year was as follows:

	2023	2022
Management	4	4
Administration	1	2
Beneficiary Support	12	12
Other	1	1
	18	19

No employees received emoluments in excess of £60,000.

continued...

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	144,935	655,531	800,466
Investment income	104,329	-	104,329
Total	249,264	655,531	904,795
EXPENDITURE ON			
Charitable activities			
Beneficiary Support	178,303	650,580	828,883
NET INCOME	70,961	4,951	75,912
RECONCILIATION OF FUNDS			
Total funds brought forward	521,784	352,259	874,043
TOTAL FUNDS CARRIED FORWARD	592,745	357,210	949,955

10. INTANGIBLE FIXED ASSETS

The Research and Development work undertaken by the organization during the financial year is developmental work. In line with the mission of the organization our developmental work focuses on tackling social and economic exclusion. It does this through developing innovative projects which support individuals to make a positive social and economic contribution to society whilst increasing resilience and restoring self-belief. Once the project is developed, investment to bring that project to market is sought through philanthropic sources including various funding bodies.

Developmental expenditure as it relates to each project, is clearly defined and there is a reasonable expectation, based on historic work and knowledge of the market that it will lead to philanthropic investment over and above the developmental expenditure.

Amortization is on a straight-line basis for each project over a three-year period, reflecting Foothold Cymru's developmental cycle.

Reviews of development expenditure will take place at the end of each accounting period and is written off, project by project, prior to the 3 years if at any time expenditure is deemed irrecoverable.

continued...

11. TANGIBLE FIXED ASSETS

	Foothold Enterprise Village £	The Business Centre £	The Lord Arthur Rank Centre £	Plant and machinery £
COST				
At 1 April 2022 and 31 March 2023	314,290	358,750	305,630	234,821
DEPRECIATION				
At 1 April 2022	-	151,750	-	234,821
Charge for year	-	104,000	-	-
At 31 March 2023	-	255,750	-	234,821
NET BOOK VALUE				
At 31 March 2023	314,290	103,000	305,630	-
At 31 March 2022	314,290	207,000	305,630	-

	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 April 2022 and 31 March 2023	15,041	18,699	14,819	1,262,050
DEPRECIATION				
At 1 April 2022	15,041	18,699	14,819	435,130
Charge for year	-	-	-	104,000
At 31 March 2023	15,041	18,699	14,819	539,130
NET BOOK VALUE				
At 31 March 2023	-	-	-	722,920
At 31 March 2022	-	-	-	826,920

12. FIXED ASSET INVESTMENTS

	Unlisted investments £
MARKET VALUE	
At 1 April 2022 and 31 March 2023	2
NET BOOK VALUE	
At 31 March 2023	2
At 31 March 2022	2

There were no investment assets outside the UK.

continued...

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	50,064	58,737

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Bank loans and overdrafts (see note 16)	-	43,764
Trade creditors	1,383	3,595
Social security and other taxes	-	8,979
Accrued expenses	2,816	3,084
	4,199	59,422

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2023	2022
	£	£
Bank loans (see note 16)	36,215	47,069
Other loans (see note 16)	27,342	31,221
Property Bonds	1,156	2,016
	64,713	80,306

16. LOANS

An analysis of the maturity of loans is given below:

	2023	2022
	£	£
Amounts falling due within one year on demand:		
Bank overdrafts	-	43,764
Amounts falling due between two and five years:		
WCVA Resilience Fund Loan	27,342	31,221
Amounts falling due in more than five years:		
Repayable by instalments:		
HSBC BBL	36,215	47,069

continued...

17. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	592,745	29,749	622,494
Restricted funds			
ST	20,261	(20,261)	-
B2B	3,091	(3,091)	-
BTC	10,311	(10,311)	-
STEBO	207,000	(104,000)	103,000
YFS	32,411	86,638	119,049
RES2	10,949	(10,949)	-
PCL	15,005	(15,005)	-
WGFH	1,944	(1,944)	-
TZWH	27,957	(27,957)	-
SVP	28,281	(28,281)	-
SV2	-	5,037	5,037
TT	-	18,509	18,509
CIN	-	43,550	43,550
JHR	-	7,312	7,312
CR	-	18,385	18,385
FG	-	65,393	65,393
	357,210	23,025	380,235
TOTAL FUNDS	949,955	52,774	1,002,729

continued...

17. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	267,304	(237,555)	29,749
Restricted funds			
ST	69,059	(89,320)	(20,261)
B2B	75,692	(78,783)	(3,091)
BTC	-	(10,311)	(10,311)
STEBO	-	(104,000)	(104,000)
YFS	208,890	(122,252)	86,638
RES2	-	(10,949)	(10,949)
PCL	-	(15,005)	(15,005)
WGFH	4,173	(6,117)	(1,944)
TZWH	6,132	(34,089)	(27,957)
SVP	-	(28,281)	(28,281)
HUBB	3,000	(3,000)	-
CWYVS	9,918	(9,918)	-
VIW2	11,285	(11,285)	-
SV2	44,324	(39,287)	5,037
TT	30,341	(11,832)	18,509
CIN	49,500	(5,950)	43,550
WS	9,974	(9,974)	-
FCFH	711	(711)	-
SCC	6,092	(6,092)	-
JHR	9,487	(2,175)	7,312
CR	18,385	-	18,385
FG	65,404	(11)	65,393
	622,367	(599,342)	23,025
TOTAL FUNDS	889,671	(836,897)	52,774

continued...

17. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	521,784	70,961	592,745
Restricted funds			
ST	8,043	12,218	20,261
B2B	3,979	(888)	3,091
BTC	7,278	3,033	10,311
STEBO	258,750	(51,750)	207,000
YFS	21,739	10,672	32,411
WUTW	8,504	(8,504)	-
FF2	9,173	(9,173)	-
RES2	34,793	(23,844)	10,949
PCL	-	15,005	15,005
WGFH	-	1,944	1,944
TZWH	-	27,957	27,957
SVP	-	28,281	28,281
	352,259	4,951	357,210
TOTAL FUNDS	874,043	75,912	949,955

continued...

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	249,264	(178,303)	70,961
Restricted funds			
ST	128,489	(116,271)	12,218
B2B	99,418	(100,306)	(888)
BTC	42,633	(39,600)	3,033
STEBO	-	(51,750)	(51,750)
YFS	166,628	(155,956)	10,672
WUTW	9,978	(18,482)	(8,504)
FF2	40,708	(49,881)	(9,173)
RES2	8,698	(32,542)	(23,844)
PCL	19,820	(4,815)	15,005
MY MIND	9,643	(9,643)	-
WGFH	45,827	(43,883)	1,944
TZWH	39,855	(11,898)	27,957
SVP	43,834	(15,553)	28,281
	655,531	(650,580)	4,951
TOTAL FUNDS	904,795	(828,883)	75,912

continued...

17. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	521,784	100,710	622,494
Restricted funds			
ST	8,043	(8,043)	-
B2B	3,979	(3,979)	-
BTC	7,278	(7,278)	-
STEBO	258,750	(155,750)	103,000
YFS	21,739	97,310	119,049
WUTW	8,504	(8,504)	-
FF2	9,173	(9,173)	-
RES2	34,793	(34,793)	-
SV2	-	5,037	5,037
TT	-	18,509	18,509
CIN	-	43,550	43,550
JHR	-	7,312	7,312
CR	-	18,385	18,385
FG	-	65,393	65,393
	352,259	27,976	380,235
TOTAL FUNDS	874,043	128,686	1,002,729

continued...

17. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	516,568	(415,858)	100,710
Restricted funds			
ST	197,548	(205,591)	(8,043)
B2B	175,110	(179,089)	(3,979)
BTC	42,633	(49,911)	(7,278)
STEBO	-	(155,750)	(155,750)
YFS	375,518	(278,208)	97,310
WUTW	9,978	(18,482)	(8,504)
FF2	40,708	(49,881)	(9,173)
RES2	8,698	(43,491)	(34,793)
PCL	19,820	(19,820)	-
MY MIND	9,643	(9,643)	-
WGFH	50,000	(50,000)	-
TZWH	45,987	(45,987)	-
SVP	43,834	(43,834)	-
HUBB	3,000	(3,000)	-
CWYVS	9,918	(9,918)	-
VIW2	11,285	(11,285)	-
SV2	44,324	(39,287)	5,037
TT	30,341	(11,832)	18,509
CIN	49,500	(5,950)	43,550
WS	9,974	(9,974)	-
FCFH	711	(711)	-
SCC	6,092	(6,092)	-
JHR	9,487	(2,175)	7,312
CR	18,385	-	18,385
FG	65,404	(11)	65,393
	1,277,898	(1,249,922)	27,976
TOTAL FUNDS	1,794,466	(1,665,780)	128,686

continued...

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

19. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net income for the reporting period (as per the Statement of Financial Activities)	52,774	75,912
Adjustments for:		
Depreciation charges	129,458	79,207
Interest paid	2,101	4,220
Decrease/(increase) in debtors	8,673	(48,122)
(Decrease)/increase in creditors	(11,459)	8,090
Net cash provided by operations	181,547	119,307

20. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2023 £	2022 £
Notice deposits (less than 3 months)	273,197	153,108
Overdrafts included in bank loans and overdrafts falling due within one year	-	(43,764)
Total cash and cash equivalents	273,197	109,344

21. ANALYSIS OF CHANGES IN NET (DEBT)/FUNDS

	At 1.4.22 £	Cash flow £	At 31.3.23 £
Net cash			
Cash at bank	153,108	120,089	273,197
Bank overdraft	(43,764)	43,764	-
	109,344	163,853	273,197
Debt			
Debts falling due after 1 year	(185,942)	122,385	(63,557)
	(185,942)	122,385	(63,557)
Total	(76,598)	286,238	209,640

continued...

22. RESTRICTED FUNDS KEY

The Key to our restricted funds is as follows:

ST- The Big Lottery Fund funding our Stronger Together project.

B2B- The National Lottery Community Fund funding our Back 2 Basics Project.

#BTC- The National Lottery Community Fund funding our #Be the Change Project.

STEBO- Long term lease of property in Stebonheath Terrace Llanelli.

YFS- The National Lottery Community Fund funding our Y Fasged Siopa Project.

WUTW- The Welsh Government's Landfill Disposals Tax Communities Scheme, administered by WCVA funding our Wise Up to Waste Project.

FF2-Voluntary Services Recovery Fund (VSRF),administered by WCVA funding our Food Forward 2 Project.

RES2- Funded by the Third Sector Recovery Fund for Wales Scheme, administered by WCVA.

PCL- The People's Postcode Lottery funding our Burry Port food store.

My Mind- WCVA Volunteering in Wales funding our My Mind Project.

WGFH-Stebonheath Community Food Hub funded by The Welsh Government.

TZWH-The Welsh Government's Landfill Disposals Tax Communities Scheme, administered by WCVA funding our Towards Zero Waste Project.

SVP-Volunteering Wales Strategic Grants 2021/22, administered by WCVA funding our Strategic Volunteering Project.

HUBB-Hubbub Foundation funding our Community Fridge.

CWYVS- The Council for Wales of Voluntary Youth Services funding our Fun In The Sun Project.

VIW2- WCVA Volunteering in Wales funding our Food Resilience Volunteers project.

SV2- Volunteering Wales Strategic Grants 2022/23, administered by the WCVA funding our Strategic Volunteering Project.

TT- The Masonic Charitable Foundation funding our Time Together Project.

CIN- Children in Need funding our Youth Strategic Volunteering Project.

WS- The National Grid funding our Warm Spaces Project.

FCFH- The National Lottery Community Fund funding our Foothold Community Food Store.

SCC- Carmarthenshire County Council via The Welsh Government's Poverty Fund funding our Slow Cooker Club.

JHR- The Julia & Hans Rausing Trust contributing towards the funding of our Food Bank.

CR- Comic Relief via the WCVA contributing towards the funding of our Food Bank.

FG- Trusthouse Charitable Foundation and The Moondance Foundation funding our Family Guides Project.

continued...

22. RESTRICTED FUNDS KEY - continued

We would also like to extend our gratitude to The Garfield Weston Foundation,The Sylvia Adams Charitable Trust and The Esmee Fairbairn Foundation for core funding received.

FOOTHOLD CYMRU

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	35,256	23,621
Grants	740,881	776,845
Fees Received	25,306	-
	801,443	800,466
Investment income		
Rents received	88,228	104,329
Total incoming resources	889,671	904,795
EXPENDITURE		
Charitable activities		
Wages	336,827	395,717
Social Security	24,428	28,583
Pensions	11,362	12,542
Staff Travel, Training & Subs	16,714	22,331
Rent & Utilities	69,514	58,869
Insurance	12,648	13,108
Beneficiary Support	57,566	52,641
Project Running Costs	90,883	104,418
Repairs & Renewals	28,624	6,844
Cleaning &Laundry	27,468	39,181
Accountancy	3,600	3,600
Development costs	25,458	25,458
Short leasehold	104,000	51,750
Motor vehicles	-	1,999
	809,092	817,041
Support costs		
Finance		
Bank charges	2,610	2,622
Bank interest	702	769
Bank loan interest	1,399	3,451
	4,711	6,842
Governance costs		
Governance Costs	23,094	5,000
Total resources expended	836,897	828,883
Net income	52,774	75,912

Foothold Cymru

England & Wales - Charity number 1188696

Accounts

TRUSTEES' ANNUAL REPORT and UNAUDITED FINANCIAL ACCOUNTS FOR YEAR ENDED 31st MARCH 2022

FOOTHOLD CYMRU

Foothold Cymru
THE LORD ARTHUR RANK CENTRE, TROSTRE ROAD, LLANELLI, SA14 9RA

OPENING STATEMENT 2

TRUSTEES' ANNUAL REPORT FORYEAR ENDED 31ST MARCH 2022 3

A.1 INTRODUCTION 3

A.2 STRUCTURE, GOVERNANCE AND MANAGEMENT 4

A.3. PUBLIC BENEFIT 7

A.4. OBJECTS AND AIMS 7

A.5. STRATEGIC OBJECTIVES, ACTIVITIES AND ACHIEVEMENTS 8

A.6. ENSURING A FIT FOR PURPOSE INFRASTRUCTURE 12

A.7. OUR FINANCES 13

A.8 CHALLENGES AND FUTURE PRIORITIES 14

OPENING STATEMENT

We are pleased to present Foothold Cymru's Impact Report for 2021/22. During the year individuals, communities and society have continued to navigate the effects of the COVID-19 pandemic. While the worst may in many respects be over, the pandemic continues to create challenges for families in particular those living on low incomes. There has been a horrific rise in the cost of living in the last twelve months due to many factors and this has hit households who were already struggling hard. Many of these households are now expected to pay hundreds of pounds more per year in bills – money they simply don't have. We stand together, and alongside other charities and people experiencing poverty, to say it's simply not right that in the sixth largest economy, globally, there are so many people, who cannot afford to put food on the table and come the winter will struggle to heat their homes. Poverty should never be normalised; accepted as a fact of life.

In the face of the growing demands for our services and diminishing resources for the sector, we are sincerely grateful to the board of trustees for their continued wisdom, insight and contributions. The board remain committed to its governance role and will continue to support the relief of immediate need as well as creating just solutions to tackle the root causes of poverty. We are also delighted to report that during the year we were able to welcome four new trustees to the board, increasing numbers and diversity and giving us access to an increased range of skills, experience and knowledge.

As always, on behalf of all the Trustees and the Executive Team, our thanks go out to the amazing staff and volunteers who go that extra mile to make a real difference to lives and livelihoods. We'd also like to extend our sincere thanks to our lived experience working groups, local people whose ideas and strengths drive everything we do. We never forget that local people know their community the best and that everyone has something valued and unique to contribute.

To our funders we hope that this report demonstrates how we have used the generous resources that you have entrusted to us to not only respond to the cost-of-living crisis but also to continue in collaboration with local people to drive forward long-term sustainable change.

We end our message on a sad note. This year we saw the death at the age of 67 of Gerald Davies our New Business Director. Gerald joined Foothold Cymru nearly 20 years ago. A valuable member of Foothold's Senior team, he was also a friend and mentor to those that worked with him. A man of principle with a strong sense of social justice, the pain of his loss was, and still is, palpable amongst those who considered him a colleague and a friend. Gerald will be remembered by a memorial fund that is being set up in his name to carry on the philanthropic work he started in the Philippines, a place that he had hoped, on his retirement, would be his new home.

Foothold Cymru

2022

TRUSTEES' ANNUAL REPORT FORYEAR ENDED 31st MARCH 2022

The Trustees are pleased to present their annual Directors' Report together with the financial statements of the Charity for the year ending 31st March 2022.

They are also prepared to meet the requirements for a Directors' report and accounts for Companies Act purposes. The Charity Commission entered the Company onto the Register of Charities with the Registered Charity Number 1188696 in March 2020.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) as amended for accounting periods from 1 January 2016.

A.1 Introduction

Foothold Cymru is a social justice organisation. Established 30 years ago, our vision is to create strong, cohesive communities where individuals have the power to thrive and not just survive. To do this we support people to address both the causes and symptoms of poverty and inequality by designing our services with, not for, individuals and communities most affected by these issues, so they have the skills to overcome challenges and develop resilience. Our work is broken down into three areas of activity as outlined below:

We run services and deliver projects which provide the support needed to promote our strategic objectives, i.e. we help people to 'live well', 'learn well' and 'work well'. Similar themes underpin all of our projects and we work across four key areas:

- **Food Resilience and Growing -** we aim to build food resilience in the community, tackling the immediate needs of families who are struggling to put food on the table and helping them to develop the skills that will enable them to have a more sustainable and secure access to food in the future.
- **Zero Waste Hub -** we aim to help people to tackle the rising costs of living by encouraging recycling, upcycling, sharing and exchanging, giving members ways to reduce household costs and maximise hard-pressed family incomes. This also helps to reduce waste, having a positive environmental impact too.
- **Education, Training and Employability** - we aim to provide socially and economically disadvantaged people with the opportunities to develop the knowledge, skills and competencies required for independent living and for the labour market, by providing education, training and work experience opportunities.

- **Community Capacity Building** - we aim to bring the community together to share with and support each other through our volunteering and befriending projects. We also aim to develop the capacity of individuals to contribute and empower them to put their skills, experience and knowledge to good use for the benefit of the community.

This work is underpinned by our recognition that the solutions, and the skills to put them in place, are often to be found in the lived experiences and understanding of the people and communities affected. Our recognition finds expression in projects that develop the capacity of individuals to contribute and our determination to put co-production at the heart of all our work. The above objectives and activities reflect the Charity's values, which are:

- Community: strong communities as loci for mutual support and the realisation of individual potential.
- Education: both formal and informal, as a means by which individual potential can be realised.
- Human enterprise and endeavour: as the drivers for individuals and communities to address the challenges they face.
- Sustainable development: through which the security and wellbeing of future generations are protected by the responsible practices and use of resources of the current generation.
- Justice: driven by tackling entrenched social inequalities and ensuring that those who are traditionally under-represented in society have a strong voice in how our society is run.

A.2 Structure, Governance and Management

Foothold Cymru is a Registered Charity (number: 1188696). The liability of Trustees in limited to a sum not exceeding £10. As set out in the Articles of Association, all Trustees and designated officers, including the Chair, are appointed at the AGM. The term of office for Trustees is initially three years, with the possibility of ongoing renewal. In appointing new Trustees, attention is paid to the need to have a balance of representation and diversity, including gender, age, ethnicity, disability, and sexuality. The Trustee Board meets no less than four times in each financial year. We are extremely proud of the progress we have made during the last year to expand and diversify the composition of the board.

A.2.1. Functions of the Board

The Board of Trustees fulfils the following functions:

- To have control of the Charity and its property and funds.
- To have responsibility for the Charity's overall governance and strategic direction.
- To develop the aims, objectives and organisational goals in accordance with the legal and regulatory framework of the sector and in line with the Charity's governing document, continually striving for best practice in governance.
- To uphold the fiduciary duty invested in the position, undertaking such duties in a way that adds to public confidence and trust.
- To interview, appoint and monitor the work and activities of senior paid staff. All members of the Board of Trustees are required to sign a Code of Conduct Declaration and Register of Interest.

A.2.2. Main Responsibilities of the Board

- Managing organisational performance and risk – developing and reviewing the organisation's strategy, objectives, performance, statutory compliance and risk, continuously, ensuring the measurement of our impact.
- Leadership and strategy – leading the development of the organisation's vision, mission, values and strategic direction.
- Strategic planning and implementation – agreeing coherent, strategic plans and timetables, monitoring performance and reviewing outcomes and impact.
- Communication – promoting the work of the organisation to a variety of external partners, stakeholders and audiences.
- Equality and diversity – championing equality and diversity in everything that the organisation does, particularly in the context of making people matter and working with some of the most disadvantaged people in society.
- Safeguarding – monitoring the organisation's conduct to ensure that safeguarding standards are maintained.

A.2.3. Induction and Training of New Trustees

New Trustees receive an induction pack containing the following:

- Declaration to act as a Trustee.
- Terms of Reference.
- Code of Conduct.
- Equal Opportunities monitoring form.
- Declaration of Interest Form.
- Skills and Knowledge Audit.
- Charity Commission CC3 document.
- Responsibilities of Trustees.
- Memorandum and Articles of Association.
- Annual Report and Accounts.
- Information regarding Trustee Board meetings

A.2.4. Related Parties

All interests are required to be declared and signed in the Trustee's Declaration of Interests pro-forma as required under the Charity's Articles of Association and Conflict of Interests Policy. A conflict-of-interest register is kept and updated annually or when appropriate. In addition, all Trustees are required to declare any interest pertinent to the agenda at all Board Meetings.

A.2.5. Organisational Structure

The Board of Trustees administers the Charity. In so doing, it meets quarterly, with two committees reporting to it: namely The Finance, Risk, Audit and HR Committee and the Governance & Operational Performance Committee. Both committees have the authority to form task and finish groups and sub groups in furtherance of its work.

A Chief Executive Officer (CEO) is appointed by the Trustees to oversee the Charity's day-to-day operations. To facilitate effective operations, the CEO has delegated authority, within terms of delegation approved by the Board, for operational matters including finance, employment and performance related activities within the core services.

The Board of Trustees has oversight of financial matters through reports to each meeting. The Board of Trustees may amend these powers from time to time. The CEO is supported

by a Deputy Chief Executive, with Project Co-ordinators taking operational responsibility for the successful delivery of the Charity's various projects and services.

A Finance Manager is responsible for administering the Charity's accounts. Business development is undertaken by a New Business Manager, who combines this role with overseeing and quality assuring the Charity's training and education provision.

During the year the Charity has employed an average of 22 members of staff. As Trustees we are committed to transparency in our work and include staff in our decisions and as such we operate an 'open door' policy where staff are encouraged to ask questions about our activities, strategy, performance and current initiatives. We continuously interact and communicate with staff through committees, meetings, working groups and day to day management. We also convey information regularly via internal publication of our meeting papers, minutes and actions. The charity is fortunate to have a number of committed and inspirational volunteers. Over the course of 2021/22 we have had the support of 52 volunteers. The skills and knowledge of our volunteers is a huge asset to the charity, and we have over the recent past used their experience to improve our volunteer management programme to make it as impactful as possible.

A.2.6. Policies and Procedures

The conduct of the Charity and our range of activities are guided by a comprehensive set of policies and procedures to ensure that its governance, financial management, security, management and operation are in keeping with best practice. All staff are aware of their responsibilities in relation to these policies, together with the expectation that they adhere to them in their day-to-day working. All policies and procedures are reviewed by the Board of Trustees on an annual basis, unless legislative change dictates otherwise, or in the event of an incident that gives rise to a need for review of the provisions, interpretation and implementation of a policy.

A.2.7. Safeguarding

As a Charity working with vulnerable people of all ages, we take our responsibilities with regards safeguarding very seriously. This includes having well-established systems and processes to ensure that the safety and interests of those concerned are protected at all times. These include, but are not limited to, a Child Protection and Safeguarding Policy and a Safeguarding Adults at Risk Policy.

All Trustees and staff undergo the appropriate level of Disclosure and Barring Scheme checks upon appointment. All staff undergo comprehensive safeguarding training on an annual basis and are aware of the various forms of abuse that might occur and how these might manifest themselves, as well as the procedures to be adopted where these are suspected. We publish an annual safeguarding report which reviews our work over the previous year and sets out our action plan for the coming year.

Policies set out clear systems for reporting suspected /actual cases of abuse, and their investigation and reporting in an appropriate manner.

A.2.8. Risk Management

The Trustees believe that they have identified the major risks to which the charity is exposed and how these risks can be mitigated. This has been aided by a robust risk management process. The process identifies the types of risks the Charity faces, prioritises them in terms of likelihood of occurrence and potential impact, identifies the means of managing these risks and monitors how they are managed. The risk register is reviewed quarterly, with relevant exemption reports presented to the Board. Trustees review the

adequacy of protection against these risks and, where this appears insufficient, put in place appropriate procedures to mitigate them.

The biggest risk for the Charity continues to be our over-reliance on short-term and limited funding at a time when the demand for our services grows. Therefore, an important strand of the Board's strategy is to continue to demonstrate the Charity's ability to provide added value as an organisation, whilst simultaneously demonstrating excellent outcomes and impact. At the same time, the organisation looks to expand its income streams and look for new sources of growth.

A.3. Public Benefit

As required by the Charities Act 2011, the Charity Commission for England and Wales issued its general guidance on the criteria it will use to determine whether a charity provides public benefit. The Board of Trustees has considered the relevant guidance and is satisfied that the organisation provides considerable public benefit, as demonstrated in this report. We have referred to the guidance when reviewing our purpose and mission and in planning future activities. In particular, consideration is given to how planned future activities will contribute to the delivery of public benefit. Thus, development activities and proposals for funding applications are presented to Trustees for approval based on their ability meet this requirement. In making their decisions, Trustees assure themselves that all proposals target members of the community who are experiencing social exclusion on the basis of one or more of the factors identified or are at risk of doing so. At the same time, Trustees ensure that the outcomes of the Charity's work, and the public benefits that derive from it are demonstrable through qualitative, as well as quantitative research methodologies. Furthermore, Trustees assure themselves that no potential barriers to participation by the target groups exist, and that issues of equality and diversity are adhered to.

A.4. Objects and Aims

The Charity's objects are to develop the capacity and skills of members of socially and economically disadvantaged communities of Wales in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society, in particular but not exclusively by:

a) equipping disadvantaged or otherwise excluded people with the skills and competencies required to take responsibility for identifying and meeting their needs and those of the community;

b) the delivery of formal, informal and community education programmes that provide socially and economically disadvantaged people opportunities to gain nationally recognised qualifications and / or develop the knowledge, skills and competencies required for independent living and the labour market;

c) the promotion, provision and facilitation of volunteering, training and work experience opportunities to unemployed or underemployed people who are disadvantaged in the labour market.

In addition to any other powers it may have, the Charity has the following powers in order to further the Objects (but not for any other purpose):

a) to raise funds. In doing so, the Charity must not undertake any taxable permanent trading activity and must comply with any relevant statutory regulations;

b) to buy, take on lease or in exchange, hire or otherwise acquire any property and to maintain and equip it for use;

c) to sell, lease or otherwise dispose of all or any part of the property belonging to the Charity. In exercising this power, the Charity must comply as appropriate with sections 117 and 122 of the Charities Act 2011;

d) to borrow money and to charge the whole or any part of the property belonging to the Charity as security for repayment of the money borrowed. The Charity must comply as appropriate with sections 124 – 126 of the Charities Act 2011 if it wishes to mortgage land;

e) to co-operate with other charities, voluntary bodies and statutory authorities and to exchange information and advice with them;

f) to establish or support any charitable trusts, associations or institutions formed for any of the charitable purposes included in the Objects;

g) to acquire, merge with or to enter into any partnership or joint venture arrangement with any other charity;

h) to set aside income as a reserve against future expenditure but only in accordance with a written policy about reserves;

i) to employ and remunerate such staff as are necessary for carrying out the work of the Charity. The Charity may employ or remunerate a Director only to the extent it is permitted to do so by article 10 and provided it complies with the conditions in that clause;

j) to:

i) deposit or invest funds;

ii) employ a professional fund-manager; and

iii) arrange for the investments or other property of the Charity to be held in the name of a nominee; in the same manner and subject to the same conditions as the trustees of a trust are permitted to do by the Trustee Act 2000;

k) to provide indemnity insurance for the Directors in accordance with, and subject to the conditions in, section 189 of the Charities Act 2011;

l) to pay out of the funds of the Charity the costs of forming and registering the Charity both as a company and as a charity;

m)to do all such other lawful things as are necessary for the achievement of the Objects.

A.5. Strategic Objectives, Activities and Achievements

This year saw the second year of our three-year strategy 2020-2023 with the following strategic aims identified by the Trustees:

- Continue to put people in the lead; designing our services with, not for, individuals and communities most affected by poverty, so together we create sustainable solutions.
- Deliver social, economic and environmental impacts that last; empowering individuals and communities to challenge poverty and social injustice. Our Theory of Change sets out the change we want to see.
- Ensuring a fit for purpose organisation that allows us to function effectively and efficiently in order to deliver on our mission and strategic aims.
- Maintaining the financial health of the organisation.

A.5.1. Putting People in the Lead

We recognise that the solutions to the challenges faced by communities, and the skills to put them in place, are often found in the lived experiences and understanding of the people and communities affected. We therefore place co-production at the heart of our approach, by giving equal sharing of power, agency and decision making with all those affected by a project, and with the local people, organisations and systems which support them. During 2021/22 this work has continued as we have collaborated with participants, volunteers and other stakeholders co-designing, co-delivering and co-evaluating our projects and services.

We also recognise that building capacity within communities makes them more able to adapt and deal with future challenges, creating a more sustained and long-lasting positive impact. Our projects aim to develop the capacity of individuals to contribute and empower them to put their skills, experience and knowledge to good use for the benefit of the community. This will help communities to develop and manage their own solutions to the challenges they face.

A.5.2. Delivering Economic, Social and Environmental Impact

During the year we have supported 2497 people across our various services.

Specifically:

- Food Resilience: 2116
- Food Growing: 177
- Zero Waste Hub: 432
- Volunteering: 43
- Befriending: 44
- Youth Social Action: 79
- Education and Training: 493
- Employability: 61

To understand our impact, we conducted surveys with a sample of 20% of the people supported across our services this year and used the data to inform the writing of our 2021/22 Impact Report. This work was supported by focus groups and project specific monitoring and evaluation.

Foothold Cymru's impact is in five key areas: (1) Reduced Household Expenses; (2) Reduced Waste; (3) Developed Skills and Experience; (4) Improved Health and Wellbeing; (5) Developed Community Cohesion, Capacity and Resilience.

A.5.2.1. Reduced Household Expenses

Key achievements:

- £550,160 in household savings across all members.

- £27.41 saved an average per week on members' weekly shop
- 96% of food store users said the store helped them to budget.
- 72% of Zero Waste Hub members found the support had helped their money to go further; saving an average £461 per household during the year.

The rising cost of living is making it difficult for people to meet their basic needs. Many of our members were already struggling to make ends meet before the soaring energy and food prices put further pressure on family incomes. Across our services we support people to make their money go further and to reduce their household expenses to relieve the pressure on their hard-pressed family incomes. 57% of members across all services found the support had helped their money to go further.

Our Community Food Store provides members with the opportunity to buy a variety of food at a reduced rate from the retail price, helping family budgets to stretch further and ensuring they can access enough food to get by. On average, families saved £27.41 per week on their weekly shop and the majority of food store users also found the shop beneficial in helping them to budget.

The services within the Zero Waste Hub help people to reduce waste but also to reduce household expenditure, by encouraging people, and giving them the opportunity, to fix, recycle, re-use, upcycle and share household items. Services such as our repair café, clothes exchange and Library of Things all provide the opportunity to reduce waste, share with others and reduce household expenditure. Members were grateful for the opportunity to share with others and were pleased to gain the knowledge and skills that would enable them to make their money go further.

An important part of our education, training and employability support is in helping people to develop essential skills that will not only prepare them for the labour market, but also for independent living. One component of this is providing them with money management and teaching them how to budget. Many members referenced the importance of these new budgeting skills on helping them to keep on top of their household finances.

Combined, our services helped members across the community to save £500,160.

A.5.2.2. Reduced Waste

Key achievements:

- 85% of food store users made changes to reduce their food waste
- 89% of members who used the Zero Waste Hub said they had learnt new ways to reduce waste.
- 41 tonnes of waste was saved from landfill.

At Foothold Cymru, we recognise that the that continued disregard for our environment is not sustainable. Across our projects and services, we support people to reduce their household waste, not only to reduce their household expenditure but also to reduce the waste sent to landfill and have a positive impact on the environment. In total, 41 tonnes of waste was saved from landfill as a result of our services.

The education, training and advice provided around waste minimisation, including the food minimisation workshops, has helped families to embed habits to reduce waste, having a positive impact on their finances and on the environment. 56% of members across all services said the support had helped them to reduce waste and 85% of food store users reported making changes to reduce their food waste.

Members have also developed their knowledge on how to recycle household items, they have had the opportunity to fix and upcycle them, and they have been encouraged to share and donate items that they no longer need, helping the community as a whole to reduce waste. The emphasis on waste reduction in a positive light also helps to reduce the stigma of acquiring 'pre-loved' items as a negative result of low household income.

A.5.2.3. Developed Skills and Experience

Key achievements:

- 84% of members said they learnt new skills and had new experiences
- 55 people moved into work

Across our projects and services, people across the community have had the opportunity to develop their skills and gain experiences which not only prepare them for the labour market, but also develop their essential skills for life, such as money management. 84% of members said they have learnt new skills and had new experiences.

Crucially, we have provided people with the opportunity to get out of their comfort zone, whilst also feeling supported and valued. Many of the people we work with suffer from a lack of opportunity and this can hold them back. By providing people with the opportunity to develop skills, gain work experience and grow their confidence, they are in a much stronger position to go on to work and live a more fulfilled life. 55 people were successful in gaining employment following the education and employability training.

A.5.2.4. Improved Health and Wellbeing

Key achievements:

- 67% of people said the support provided helped to bring about changes in their mental wellbeing
- 73% of people who attended the cookery course said they were eating more healthily as a result of the course
- 98% of Food Store users said there were health benefits to having the opportunity to choose a varied food basket.

The support provided to help people to reduce their household expenditure had an overwhelmingly positive impact on members' mental wellbeing; 67% of people said the support provided had helped to positively change their mental wellbeing. There is a clear link between reduced food insecurity and improvements in mental wellbeing, due to the reduced financial pressures and stress associated with food insecurity.

Importantly, the Food Store moves away from emergency food boxes and the crisis support offered by Food banks. Feedback from families highlights how they value the choice offered by the stores so that it feels like shopping in a normal grocery shop. They value the fact that they can make a small financial contribution to the food baskets. This restoration of dignity also helps to promote positive mental health.

It is clear by bringing the community together, our support has helped people to feel more connected, valued, understood and accepted. Many members talked about how the increased connection with the community had given them a motivation to leave the house and get involved. All of these improvements in community connectedness bring about positive changes in mental wellbeing, especially for individuals who otherwise feel socially isolated.

A.5.2.5. Developed Community Cohesion, Capacity and Resilience

- 59% said they feel more connected to their community
- 87% connected with new people and made new friends
- 88% feel there are more people they can go to if you if they need help

Communities are becoming increasingly disconnected, and people are often battling with their challenges in isolation. But there is power in community cohesion, bringing people together to provide support to one another and address collective challenges. By bringing people together, developing community cohesion and capacity, communities become more resilient – they feel better connected, more together, stronger, able to weather storms through collective action and support. This leaves a legacy beyond the project support and makes communities more resilient.

Members overwhelmingly reported positive changes in community connectedness as a result of Foothold Cymru's work; 59% said they feel more connected to their community, 87% connected with new people and made new friends and 88% said they feel there are more people they can go to if they need help. All of these are clear indicators that the communities we are working with are becoming more connected.

Our members described the benefits of Foothold Cymru in bringing people together, giving them the opportunity to meet people they wouldn't usually get to meet, such as the inter-generational connections between pensioners and young people, make new friends, learn from others, share with and help other people. Many members talked about how the support they had received gave them the opportunity to help others and that they now feel part of the community. The feeling of being part of something, belonging to a community, feeling valued, understood and accepted all have a positive impact on mental wellbeing and can translate into wider benefits, such as greater economic security.

A.6. Ensuring a Fit for Purpose Infrastructure

Last year we made significant progress in developing our organisational infrastructure, including in the areas of: Partnership and Collaborative Working, Staff Development and Health and Safety. We have continued to build on these developments this year.

We have also made significant progress on our Monitoring and Evaluation practices:

This year we reviewed our data collection practices and created a new Evaluation Framework, ensuring that our data collection tools are consistent with the outcomes we want to measure on our Theory of Change. In addition to an organisation-wide framework, we have also developed project-specific Theory of Change with relevant evaluation plan, in line with the overarching evaluation framework, which will further enhance our data-collection practices moving forwards.

Adopting this new framework will enable us to:

Consistently measure and report on impact across all projects, by following a consistent and robust approach, which is aligned to our organisational objectives.

Make informed changes to existing projects and design new projects that meet the changing needs of the community.

Share our learning with key stakeholders, including funders, partners and those organisations that are equally passionate about making a real difference to the lives and livelihoods of people and communities.

A.7. Our Finances

Our Income 2021/22	
Income - £904,795	
Projects (Grant Funding)/Contracts	86%
Donations	3%
Investment Income	12%

How we spent the money we received in 2021/22 - £828,883	
Expenditure	
Project Service Delivery	88%
General Administration/Governance	10%
Fundraising	2%

Our Reserves	
Unrestricted	592,745
Restricted	357,210
Total Reserves	949,955

A.7.1. Reserves and Reserves Policy

In formulating this policy Foothold Cymru has followed the Charity Commission guidelines to developing a reserves policy. Namely, it has:

- Defined the nature of charitable reserves held.
- Identified functional assets.
- Understood the financial impact of risk.
- Reviewed its sources of income.
- Looked at future plans and commitments.

Restricted Funds

Foothold Cymru delivers upward of a dozen charitable or grant funded projects. These projects are funded via restricted funds and are for the sole use of designated projects.

Unrestricted Funds

Typically, these funds are expendable at the discretion of the Trustees in furtherance of the charity's objects and may be designated for a particular project or purpose. The majority of Foothold Cymru's unrestricted funds are held in the form of fixed assets which earn an income for the charity to use for its charitable activities.

On becoming a Charity in 2020, the Board of Trustees reviewed the charity's need for free reserves in line with the guidance issued by the Charity Commission.

The Reserves Policy, approved in March 2020, and reviewed in 2021 thus targets free reserves to be maintained within a range of three to six months' unrestricted operational expenditure. The trustees aim to work towards achieving this goal over the next five years.

A.8 Challenges and Future Priorities

Each year, within the remit of our Strategic Plan 2020-2023, we set key strategic priorities for the new financial year to further strengthen our ability to withstand pressures and maximise opportunities.

In late 2021 our Board of Trustees scrutinised our Strategic Business Plan and considered the lessons of the past year. The review highlighted a number of challenges:

- The impact of the cost-of-living crisis on the mental wellbeing of our beneficiaries
- The increase in demand for our services in contrast to the diminishing funding that is available
- The need to address climate change at a local level so we remain within our environmental limits.

Our strategic objectives remain unchanged – specifically:

- Continue to put people in the lead; designing our services with, not for, individuals and communities most affected by poverty, so together we create lasting solutions.
- Deliver social, economic and environmental impacts that last; empowering individuals and communities to challenge poverty. Our Theory of Change sets out the journey.
- Ensuring a fit for purpose organisation that allows us to function effectively and efficiently in order to deliver on our mission and strategic aims.
- Maintaining the financial health of the organisation.

Activities to deliver these objectives during 2022/23 include:

- **Impact:** developing and delivering services that put people and their futures at the heart of what we do enabling people to thrive and not simply survive.
- **Co-production:** continuing to work closely with communities to identify their perceived needs and co-designing and co-delivering projects that address these priorities.
- **Financial Stability:** continuing to diversify income streams to include corporate sponsorship, social investment and community giving in addition to grants and contracts.
- **Measuring Change:** ensuring that our monitoring and evaluation systems and procedures continue to be sufficiently robust to demonstrate the effectiveness of our work and to evidence their longer-term impacts and additionality.
- **Partnerships:** developing mutually beneficial partnerships to develop innovative services that meet the needs of individuals and communities.
- **People:** continuing to develop staff to ensure that they are best able to serve the communities with which they work.

REGISTERED COMPANY NUMBER: 02633128 (England and Wales)
REGISTERED CHARITY NUMBER: 1188696

TRUSTEES' REPORT AND

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

FOR

FOOTHOLD CYMRU

Charles & Co
Chartered Certified Accountants
3 Murray Street
Llanelli
Carmarthenshire
SA15 1AQ

FOOTHOLD CYMRU

CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

	Page
Trustees' Report	1
Independent Examiner's Report	2
Statement of Financial Activities	3
Balance Sheet	4 to 5
Cash Flow Statement	6
Notes to the Financial Statements	7 to 19
Detailed Statement of Financial Activities	20

FOOTHOLD CYMRU

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2022

The Trustees are pleased to present their annual Directors' Report together with the financial statements of the Charity for the year ending 31st March 2022. They are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The Charity Commission entered the Company onto the Register of Charities with the Registered Charity Number 1188696 in March 2020.
The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) as amended for accounting periods from 1 January 2016.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
02633128 (England and Wales)

Registered Charity number
1188696

Registered office
The Lord Arthur Rank Centre
Trostre Road
Llanelli
Carmarthenshire
SA149RA

Trustees
F S Roberts
J Lewis
G Davies (resigned 14.9.21)
D J Powell
P Freeman
Reverend J E Phillips
Mrs K L Owen (appointed 16.3.22)
P R Piana (appointed 15.11.21)
Ms B Wiffen (appointed 22.4.22)
Mrs S Kays (appointed 29.5.22)

Company Secretary
Mrs J Morgan

Independent Examiner
Charles & Co
Chartered Certified Accountants
3 Murray Street
Llanelli
Carmarthenshire
SA15 1AQ

Approved by order of the board of trustees on 27 October 2022 and signed on its behalf by:

F S Roberts - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FOOTHOLD CYMRU

Independent examiner's report to the trustees of Foothold Cymru ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of A.C.C.A. which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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

R. A. Williams
A.C.C.A.
Charles & Co
Chartered Certified Accountants
3 Murray Street
Llanelli
Carmarthenshire
SA15 1AQ

27 October 2022

FOOTHOLD CYMRU

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	224,446	576,020	800,466	739,153
Investment income	3	104,329	-	104,329	118,604
Total		328,775	576,020	904,795	857,757
EXPENDITURE ON					
Charitable activities	4				
Beneficiary Support		257,814	571,069	828,883	835,560
NET INCOME		70,961	4,951	75,912	22,197
RECONCILIATION OF FUNDS					
Total funds brought forward		521,784	352,259	874,043	851,846
TOTAL FUNDS CARRIED FORWARD		592,745	357,210	949,955	874,043

The notes form part of these financial statements

FOOTHOLD CYMRU

BALANCE SHEET
31 MARCH 2022

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Intangible assets	10	50,916	-	50,916	76,374
Tangible assets	11	619,920	207,000	826,920	880,669
Investments	12	2	-	2	-
		670,838	207,000	877,838	957,043
CURRENT ASSETS					
Debtors	13	58,737	-	58,737	10,615
Cash at bank		2,898	150,210	153,108	103,500
		61,635	150,210	211,845	114,115
CREDITORS					
Amounts falling due within one year	14	(59,422)	-	(59,422)	(7,568)
NET CURRENT ASSETS		2,213	150,210	152,423	106,547
TOTAL ASSETS LESS CURRENT LIABILITIES		673,051	357,210	1,030,261	1,063,590
CREDITORS					
Amounts falling due after more than one year	15	(80,306)	-	(80,306)	(189,547)
NET ASSETS		592,745	357,210	949,955	874,043
FUNDS	18				
Unrestricted funds				592,745	521,784
Restricted funds				357,210	352,259
TOTAL FUNDS				949,955	874,043

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

continued...

BALANCE SHEET - continued
31 MARCH 2022

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

The financial statements were approved by the Board of Trustees and authorised for issue on 27 October 2022 and were signed on its behalf by:

F S Roberts - Trustee

FOOTHOLD CYMRU

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	20	119,307	213,721
Interest paid		(4,220)	(4,004)
Net cash provided by operating activities		115,087	209,717
Cash flows from investing activities			
Purchase of fixed asset investments		(2)	-
Net cash (used in)/provided by investing activities		(2)	-
Cash flows from financing activities			
Loan repayments in year		(107,652)	(12,334)
Capital repayments in year		(1,589)	(1,579)
Net cash used in financing activities		(109,241)	(13,913)
Change in cash and cash equivalents in the reporting period		5,844	195,804
Cash and cash equivalents at the beginning of the reporting period	21	103,500	(92,304)
Cash and cash equivalents at the end of the reporting period	21	109,344	103,500

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. This is not consistent with prior years. The financial statements have been prepared under the historical cost convention.

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows;
- the requirement of paragraph 3.17(d);
- the requirements of paragraphs 11.42, 11.44, 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c);
- the requirements of paragraphs 12.26, 12.27, 12.29(a), 12.29(b) and 12.29A;
- the requirement of paragraph 33.7.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Intangible assets/ intellectual property
Intellectual property represents costs incurred in Research and development time and resources spent on generating knowledge and information on new projects that Foothold Cymru will tender for from ESF and The big Lottery, the economic benefit of which is expected to flow to the corporation in future periods, usually the next three financial years. As such each year's capitalised cost is written off over three years commencing in the following financial year.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Foothold Enterprise Village	- not provided
The Business Centre	- at varying rates on cost
The Lord Arthur Rank Centre	- not provided
Plant and machinery	- 20% on cost
Fixtures and fittings	- 20% on cost
Motor vehicles	- 20% on cost
Computer equipment	- 20% on cost

Fixed Assets purchased with restricted funds are expensed in the year of purchase.

Taxation
The charity is exempt from corporation tax on its charitable activities.

continued...

1. ACCOUNTING POLICIES - continued

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments
The interest element of these obligations is charged to the Statement of Financial Activities over the relevant period. The capital element of the future payments is treated as a liability.

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

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	23,621	6,633
Grants	776,845	660,806
Overhead Recovery	-	71,714
	800,466	739,153

Grants received, included in the above, are as follows:

	2022	2021
	£	£
Other grants	776,845	660,806

3. INVESTMENT INCOME

	2022	2021
	£	£
Rents received	104,329	118,604

continued...

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 5)	Totals
	£	£	£
Beneficiary Support	817,041	11,842	828,883

5. SUPPORT COSTS

	Finance	Governance costs	Totals
	£	£	£
Beneficiary Support	6,842	5,000	11,842

6. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation - owned assets	53,749	62,000
Hire of plant and machinery	22,331	14,991
Development costs amortisation	25,458	25,458

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

8. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	395,717	331,481
Social security costs	28,583	28,257
Other pension costs	12,542	10,550
	436,842	370,288

The average monthly number of employees during the year was as follows:

	2022	2021
Management	4	4
Administration	2	2
Beneficiary Support	12	9
Other	1	2
	19	17

No employees received emoluments in excess of £60,000.

continued...

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	105,523	633,630	739,153
Investment income	118,604	-	118,604
Total	224,127	633,630	857,757
EXPENDITURE ON			
Charitable activities			
Beneficiary Support	228,553	607,007	835,560
NET INCOME/(EXPENDITURE)	(4,426)	26,623	22,197
RECONCILIATION OF FUNDS			
Total funds brought forward	526,210	325,636	851,846
TOTAL FUNDS CARRIED FORWARD	521,784	352,259	874,043

10. INTANGIBLE FIXED ASSETS

The Research and Development work undertaken by the organization during the financial year is developmental work. In line with the mission of the organization our developmental work focuses on tackling social and economic exclusion. It does this through developing innovative projects which support individuals to make a positive social and economic contribution to society whilst increasing resilience and restoring self-belief. Once the project is developed, investment to bring that project to market is sought through philanthropic sources including various funding bodies.

Developmental expenditure as it relates to each project, is clearly defined and there is a reasonable expectation, based on historic work and knowledge of the market that it will lead to philanthropic investment over and above the developmental expenditure.

Amortization is on a straight-line basis for each project over a three-year period, reflecting Foothold Cymru's developmental cycle.

Reviews of development expenditure will take place at the end of each accounting period and is written off, project by project, prior to the 3 years if at any time expenditure is deemed irrecoverable.

continued...

11. TANGIBLE FIXED ASSETS

	Foothold Enterprise Village £	The Business Centre £	The Lord Arthur Rank Centre £	Plant and machinery £
COST				
At 1 April 2021 and 31 March 2022	314,290	358,750	305,630	234,821
DEPRECIATION				
At 1 April 2021	-	100,000	-	234,821
Charge for year	-	51,750	-	-
At 31 March 2022	-	151,750	-	234,821
NET BOOK VALUE				
At 31 March 2022	314,290	207,000	305,630	-
At 31 March 2021	314,290	258,750	305,630	-

	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1 April 2021 and 31 March 2022	15,041	18,699	14,819	1,262,050
DEPRECIATION				
At 1 April 2021	15,041	16,700	14,819	381,381
Charge for year	-	1,999	-	53,749
At 31 March 2022	15,041	18,699	14,819	435,130
NET BOOK VALUE				
At 31 March 2022	-	-	-	826,920
At 31 March 2021	-	1,999	-	880,669

12. FIXED ASSET INVESTMENTS

	Unlisted investments £
MARKET VALUE	
Additions	2
NET BOOK VALUE	
At 31 March 2022	2
At 31 March 2021	-

There were no investment assets outside the UK.

continued...

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade debtors	58,737	10,615

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Bank loans and overdrafts (see note 16)	43,764	-
Trade creditors	3,595	7,504
Social security and other taxes	8,979	-
Accrued expenses	3,084	64
	59,422	7,568

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2022	2021
	£	£
Bank loans (see note 16)	47,069	152,528
Other loans (see note 16)	31,221	30,347
Hire purchase (see note 17)	-	1,589
Property Bonds	2,016	5,083
	80,306	189,547

16. LOANS

An analysis of the maturity of loans is given below:

	2022	2021
	£	£
Amounts falling due within one year on demand:		
Bank overdrafts	43,764	-
Amounts falling due between two and five years:		
HSBC Loan 2	-	55,000
HSBC Flexible Business Loan	-	47,528
WCVA Resilience Fund Loan	31,221	30,347
	31,221	132,875
Amounts falling due in more than five years:		
Repayable by instalments:		
HSBC BBL	47,069	50,000

continued...

17. LEASING AGREEMENTS

Minimum lease payments under hire purchase fall due as follows:

	2022	2021
	£	£
Net obligations repayable:		
Between one and five years	-	1,589

18. MOVEMENT IN FUNDS

	At 1.4.21	Net movement in funds	At 31.3.22
	£	£	£
Unrestricted funds			
General fund	521,784	70,961	592,745
Restricted funds			
ST	8,043	12,218	20,261
B2B	3,979	(888)	3,091
BTC	7,278	3,033	10,311
STEBO	258,750	(51,750)	207,000
YFS	21,739	10,672	32,411
WUTW	8,504	(8,504)	-
FF2	9,173	(9,173)	-
RES2	34,793	(23,844)	10,949
PCL	-	15,005	15,005
WGFH	-	1,944	1,944
TZWH	-	27,957	27,957
SVP	-	28,281	28,281
	352,259	4,951	357,210
TOTAL FUNDS	874,043	75,912	949,955

continued...

18. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	328,775	(257,814)	70,961
Restricted funds			
ST	97,509	(85,291)	12,218
B2B	82,492	(83,380)	(888)
BTC	34,533	(31,500)	3,033
STEBO	-	(51,750)	(51,750)
YFS	153,812	(143,140)	10,672
WUTW	7,450	(15,954)	(8,504)
FF2	37,549	(46,722)	(9,173)
RES2	8,698	(32,542)	(23,844)
PCL	19,820	(4,815)	15,005
MY MIND	8,699	(8,699)	-
WGFH	45,827	(43,883)	1,944
TZWH	39,598	(11,641)	27,957
SVP	40,033	(11,752)	28,281
	576,020	(571,069)	4,951
TOTAL FUNDS	904,795	(828,883)	75,912

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	526,210	(4,426)	521,784
Restricted funds			
ST	5,358	2,685	8,043
B2B	13	3,966	3,979
BTC	42	7,236	7,278
VIW	1,473	(1,473)	-
STEBO	318,750	(60,000)	258,750
YFS	-	21,739	21,739
WUTW	-	8,504	8,504
FF2	-	9,173	9,173
RES2	-	34,793	34,793
	325,636	26,623	352,259
TOTAL FUNDS	851,846	22,197	874,043

continued...

18. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	224,127	(228,553)	(4,426)
Restricted funds			
ST	106,600	(103,915)	2,685
B2B	98,045	(94,079)	3,966
BTC	46,436	(39,200)	7,236
VIW	-	(1,473)	(1,473)
STEBO	-	(60,000)	(60,000)
B2B - C19	28,303	(28,303)	-
YFS	112,421	(90,682)	21,739
YFS -C19	32,736	(32,736)	-
WUTW	39,911	(31,407)	8,504
FF1	37,100	(37,100)	-
RES1	56,250	(56,250)	-
FF2	41,035	(31,862)	9,173
RES2	34,793	-	34,793
	633,630	(607,007)	26,623
TOTAL FUNDS	857,757	(835,560)	22,197

continued...

18. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.20 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	526,210	66,535	592,745
Restricted funds			
ST	5,358	14,903	20,261
B2B	13	3,078	3,091
BTC	42	10,269	10,311
VIW	1,473	(1,473)	-
STEBO	318,750	(111,750)	207,000
YFS	-	32,411	32,411
RES2	-	10,949	10,949
PCL	-	15,005	15,005
WGFH	-	1,944	1,944
TZWH	-	27,957	27,957
SVP	-	28,281	28,281
	325,636	31,574	357,210
TOTAL FUNDS	851,846	98,109	949,955

continued...

18. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	552,902	(486,367)	66,535
Restricted funds			
ST	204,109	(189,206)	14,903
B2B	180,537	(177,459)	3,078
BTC	80,969	(70,700)	10,269
VIW	-	(1,473)	(1,473)
STEBO	-	(111,750)	(111,750)
B2B - C19	28,303	(28,303)	-
YFS	266,233	(233,822)	32,411
YFS -C19	32,736	(32,736)	-
WUTW	47,361	(47,361)	-
FF1	37,100	(37,100)	-
RES1	56,250	(56,250)	-
FF2	78,584	(78,584)	-
RES2	43,491	(32,542)	10,949
PCL	19,820	(4,815)	15,005
MY MIND	8,699	(8,699)	-
WGFH	45,827	(43,883)	1,944
TZWH	39,598	(11,641)	27,957
SVP	40,033	(11,752)	28,281
	1,209,650	(1,178,076)	31,574
TOTAL FUNDS	1,762,552	(1,664,443)	98,109

19. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022.

continued...

20. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	75,912	22,197
Adjustments for:		
Depreciation charges	79,207	87,458
Interest paid	4,220	4,004
(Increase)/decrease in debtors	(48,122)	99,099
Increase in creditors	8,090	963
Net cash provided by operations	119,307	213,721

21. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022	2021
	£	£
Notice deposits (less than 3 months)	153,108	103,500
Overdrafts included in bank loans and overdrafts falling due within one year	(43,764)	-
Total cash and cash equivalents	109,344	103,500

22.. ANALYSIS OF CHANGES IN NET DEBT

	At 1.4.21	Cash flow	At 31.3.22
	£	£	£
Net cash			
Cash at bank and in hand	103,500	49,608	153,108
Bank overdraft	-	(43,764)	(43,764)
	103,500	5,844	109,344
Debt			
Finance leases	(1,589)	1,589	-
Debts falling due after 1 year	(182,875)	(3,067)	(185,942)
	(184,464)	(1,478)	(185,942)
Total	(80,964)	4,366	(76,598)

continued...

23. RESTRICTED FUNDS KEY

The Key to our restricted funds is as follows:

ST- The Big Lottery Fund funding our Stronger Together project.

B2B- The National Lottery Community Fund funding our Back 2 Basics Project.
B2B-C19- The National Lottery Community Fund funding our Back 2 Basics Project Covid 19 support.

#BTC- The National Lottery Community Fund funding our #Be the Change Project.

VIW- WCVA Volunteering in Wales funding our Best Friends Project.

STEBO- Long term lease of property in Stebonheath Terrace Llanelli.

YFS- The National Lottery Community Fund funding our Y Fasged Siopa Project.
YFS C-19- The National Lottery Community Fund funding our Y Fasged Siopa Project Covid 19 support.

WUTW- The Welsh Government's Landfill Disposals Tax Communities Scheme, administered by WCVA funding our Wise Up to Waste Project.

FF1- Voluntary Services Emergency Fund (VSEF), administered by WCVA funding our Food Forward 1 Project.

RES1- Funded by theThird Sector Resilience Fund for Wales Scheme, administered by WCVA.

FF2-Voluntary Services Recovery Fund (VSRF),administered by WCVA funding our Food Forward 2 Project.

RES2- Funded by the Third Sector Recovery Fund for Wales Scheme, administered by WCVA.

PCL- The People's Postcode Lottery funding our Burry Port food store.

My Mind- WCVA Volunteering in Wales funding our My Mind Project.

WGFH-Stebonheath Community Food Hub funded by The Welsh Government.

TZWH-The Welsh Government's Landfill Disposals Tax Communities Scheme, administered by WCVA funding our Towards Zero Waste Project.

SVP-Volunteering Wales Strategic Grants 2021/22, administered by WCVA funding our Strategic Volunteering Project.

We would also like to extend our gratitude to The Garfield Weston Foundation and The Sylvia Adams Charitable Trust for core funding received.

FOOTHOLD CYMRU

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	2022	2021
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	23,621	6,633
Grants	776,845	660,806
Overhead Recovery	-	71,714
	800,466	739,153
Investment income		
Rents received	104,329	118,604
Total incoming resources	904,795	857,757
EXPENDITURE		
Charitable activities		
Wages	395,717	331,481
Social Security	28,583	28,257
Pensions	12,542	10,550
Staff Travel, Training & Subs	22,331	14,991
Rent & Utilities	58,869	60,780
Insurance	13,108	12,937
Beneficiary Support	52,641	25,304
Project Running Costs	104,418	192,018
Repairs & Renewals	6,844	29,884
Cleaning &Laundry	39,181	28,828
Accountancy	3,600	3,600
Development costs	25,458	25,458
Short leasehold	51,750	60,000
Motor vehicles	1,999	2,000
	817,041	826,088
Support costs		
Finance		
Bank charges	2,622	5,468
Bank interest	769	1,941
Bank loan interest	3,451	2,063
	6,842	9,472
Governance costs		
Governance Costs	5,000	-
Total resources expended	828,883	835,560
Net income	75,912	22,197

Foothold Cymru

England & Wales - Charity number 1188696

Accounts

CBSA

Y Ganolfan Adeiladu Gweithredu Cymdeithasol

Centre for Building Social Action

ANNUAL REPORT 2020 – 2021

LEGAL AND ADMINISTRATIVE INFORMATION

Charity Name:
The Centre for Building Social Action Limited

Charity Number:
1188696

Company Registration Number:
02633128

Country of Incorporation:
England and Wales

Registered Address:
The Lord Arthur Rank Centre
Trostre Road
Llanelli
SA14 9RA

Legal Form:
Company Limited by Guarantee

Trustees:
Derith Powell MBE
James Lewis
Reverend Eldon Phillips
Frederick St. John Roberts
Peter Freeman
Gerald Davies

Senior Management:
Mike Theodoulou – Chief Executive
Janice Morgan – Deputy Chief Executive
Steve Taylor – Finance Manager

Accountants:
Charles and Company
Murray Street
Llanelli

Bankers:
HSBC
Vaughan Street
Llanelli

CONTENTS

INTRODUCTION	**4**
TRUSTEES' ANNUAL REPORT FOR YEAR ENDED 31st MARCH 2021	**6**
A.1 Introduction	**6**
A.2 Structure, Governance and Management	**7**
A.3 Public Benefit	**11**
A.4 Objects and Aims	**11**
A.5 Strategic Objectives, Activities and Achievements	**12**
A.6 Ensuring a fit for Purpose Infrastructure	**20**
A.7 Our Finances	**21**
A.8 Challenges and Future Priorities	**22**
A.9 Our Funders	**23**

INTRODUCTION

Writing this in the middle of the coronavirus pandemic and all the disruption, turmoil and sadness it has brought, I don't think any of us could have predicted just how much our lives have been affected in the last year – and continue to be.

CBSA and the people we support are facing one of the most challenging times in our history. The loss of people's lives and the current and imminent loss of jobs and businesses as government support tapers are conspiring to make Covid-19 and its aftermath a crisis of unprecedented proportions.

The Trustees and senior team have always been both proud and inspired by the staff at CBSA and the work that they do, but we are especially impressed by the way they have reacted to the pandemic and continued to provide support to those most in need during these difficult times.

Looking forward you'd be forgiven for thinking that this year, of all years, would be the year where there would be less to celebrate. And yet, in spite of the huge range of challenges we've faced as an organisation, there is still so much to celebrate, not least the way we have been able to adapt the way in which we engage with the people we support.

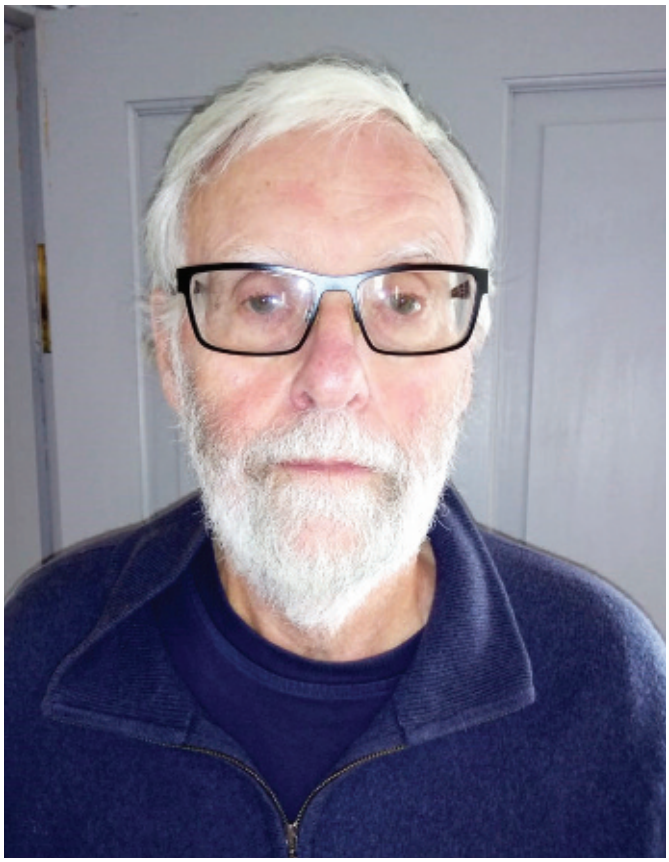
Also this year we also celebrate our 30th Anniversary. From a small community project, we have developed into an organisation with a significant impact on reducing poverty and improving the quality of life for thousands of people across West Wales.

As always, on behalf of all the Trustees and the Executive Team, we want to thank our amazing staff and team of invaluable volunteers who go that extra mile to make a real difference to lives and livelihoods. We'd also like to thank our community – across all generations in West Wales – whose ideas and strengths drive everything we do.

As always, we thank our funders; the way they have supported us and the sector as a whole during the past year has been unparalleled. Without the flexibility and additional support they have demonstrated during the past year, we simply could not have continued to make a difference in the lives of the people we support.

We hope that this report demonstrates how we have used the generous resources that you have entrusted to us to not only respond to the crisis of the past year but also to continue to grow and to implement long-term change.

We are both proud that the charity ends 2020/21 with increased impact, high quality delivery, solid governance and a clear strategy to continue its mission to help local people build their capacity to overcome the causes and symptoms of poverty and inequality.



Frederick St. John Roberts
Chairman

Mike Theodoulou
Chief Executive

The Centre for Building Social Action Limited

TRUSTEES' ANNUAL REPORT FOR YEAR ENDED 31st MARCH 2021

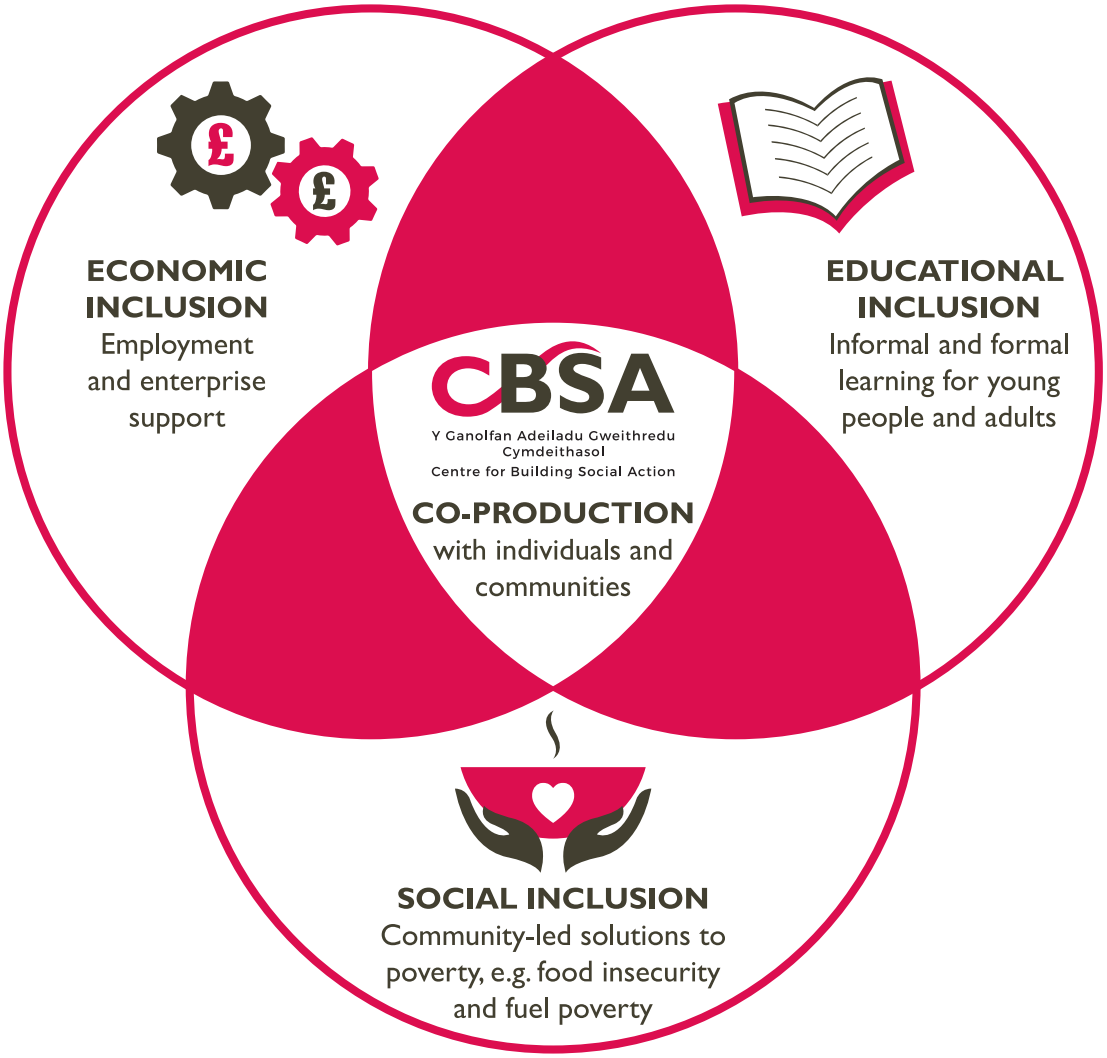
The Trustees are pleased to present their annual Directors' Report together with the financial statements of the Charity for the year ending 31st March 2021. They are also prepared to meet the requirements for a Directors' report and accounts for Companies Act purposes. The Charity Commission entered the Company onto the Register of Charities with the Registered Charity Number 1188696 in March 2020.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) as amended for accounting periods from 1 January 2016.

A.1 Introduction

We are a social justice organisation. Established 30 years ago, our vision is to create strong, cohesive communities where individuals have the power to thrive and not just survive. To do this we address both the causes and symptoms of poverty, inequality by designing our services with, not for, individuals and communities most affected by these issues, so they have the skills to overcome.

Our work breaks down into three separate areas of activity as outlined below:



- Social Inclusion: under this heading comes the practical support we offer such as our Food Forward Schemes, tool library and toy and baby bank – all ways to reduce household costs and maximise hard-pressed family incomes.
- Educational Inclusion for all ages: we strongly believe in education as a way to break free of poverty. Through our various projects we offer a range of accredited and unaccredited training, capacity building and alternative curriculum education.
- Economic Inclusion has always been at the heart of our work helping people get and keep good jobs. We provide a range of employment and enterprise support in response to our community's needs.

This work is underpinned by our recognition that the solutions, and the skills to put them in place, are often to be found in the lived experiences and understanding of the people and communities affected. Our recognition finds expression in projects that develop the capacity of individuals to contribute and our determination to put co-production at the heart of all our work.

The above objectives and activities reflect the Charity's values, which are:

- **Community:** strong communities as loci for mutual support and the realisation of individual potential.
- **Education:** both formal and informal, as a means by which individual potential can be realised.
- **Human enterprise and endeavour:** as the drivers for individuals and communities to address the challenges they face.
- **Sustainable development:** through which the security and wellbeing of future generations are protected by the responsible practices and use of resources of the current generation.
- **Justice:** driven by tackling entrenched social inequalities and ensuring that those who are traditionally under-represented in society have a strong voice in how our society is run.

A.2 Structure, Governance and Management

The Centre for Building Social Action Ltd (CBSA) is a company limited by guarantee. The liability of Trustees in limited to a sum not exceeding £10.

As set out in the Articles of Association, all Trustees and designated officers, including the Chair, are appointed at the AGM. The term of office for Trustees is initially three years, with the possibility of ongoing renewal. In appointing new Trustees, attention is paid to the need to have a balance of representation and diversity, including: gender, age, ethnicity, disability, and sexuality. The Trustee Board meets no less than four times in each financial year.

A.2.1 Functions of the Board

The Board of Trustees fulfils the following functions:

- To have control of the Charity and its property and funds.
- To have responsibility for the Charity's overall governance and strategic direction.
- To develop the aims, objectives and organisational goals in accordance with the legal and regulatory framework of the sector and in line with the Charity's governing document, continually striving for best practice in governance.
- To uphold the fiduciary duty invested in the position, undertaking such duties in a way that adds to public confidence and trust.
- To interview, appoint and monitor the work and activities of senior paid staff.

All members of the Board of Trustees are required to sign a Code of Conduct Declaration and Register of Interest.

A.2.2 Main Responsibilities of the Board

- Managing organisational performance and risk – developing and reviewing the organisation's strategy, objectives, performance, statutory compliance and risk, continuously, ensuring the measurement of our impact.
- Leadership and strategy – leading the development of the organisation's vision, mission, values and strategic direction.
- Strategic planning and implementation – agreeing coherent, strategic plans and timetables, monitoring performance and reviewing outcomes and impact.
- Communication – promoting the work of the organisation to a variety of external partners, stakeholders and audiences.
- Equality and diversity – championing equality and diversity in everything that the organisation does, particularly in the context of making people matter and working with some of the most disadvantaged people in society.
- Safeguarding – monitoring the organisation's conduct to ensure that safeguarding standards are maintained.

A.2.3 Induction and Training of new Trustees

New Trustees receive an induction pack containing the following:

- Declaration to act as a Trustee.
- Terms of Reference.
- Code of Conduct.
- Equal Opportunities monitoring form.
- Declaration of Interest Form.
- Skills and Knowledge Audit.
- Charity Commission CC3 document.
- Responsibilities of Trustees.
- Memorandum and Articles of Association.
- Annual Report and Accounts.
- Information regarding Trustee Board meetings.

A.2.4 Related Parties

All interests are required to be declared and signed in the Trustee's Declaration of Interests pro-forma as required under the Charity's Articles of Association and Conflict of Interests Policy. A conflict of interest register is kept and updated annually or when appropriate. In addition, all Trustees are required to declare any interest pertinent to the agenda at all Board Meetings.

A.2.5 Organisational Structure

The Board of Trustees administers the Charity. In so doing, it meets quarterly, with subcommittees reporting to it on a task and finish basis.

A Chief Executive Officer (CEO) is appointed by the Trustees to oversee the Charity's day-to-day operations. To facilitate effective operations, the CEO has delegated authority, within terms of delegation approved by the Board, for operational matters including finance, employment and performance related activities within the core services.

The Board of Trustees has oversight of financial matters through reports to each meeting.

The Board of Trustees may amend these powers from time to time.

The CEO is supported by a Deputy Chief Executive, with Project Co-ordinators taking operational responsibility for the successful delivery of the Charity's various projects.

A Finance Manager is responsible for administering the Charity's accounts.

Business development is undertaken by a New Business Manager, who combines this role with overseeing and quality assuring the Charity's training and education provision.

At the end of the Financial Year 2020/21, the Charity employed 17 full-time and 2 part-time staff. As Trustees we are committed to transparency in our work and include staff in our decisions and as such we operate an 'open door' policy where staff are encouraged to ask questions about our activities, strategy, performance and current initiatives. We continuously interact and communicate with staff through committees, meetings, working groups and day to day management. We also convey information

regularly via internal publication of our meeting papers, minutes and actions.

The charity is fortunate to have a number of committed and inspirational volunteers. Over the course of 2020/21 we have had the support of 42 volunteers. The skills and knowledge of our volunteers is a huge asset to the charity and we have over the recent past used their experience to improve our volunteer programme to make it as impactful as possible.

Case Study: Our Volunteers Responding to Covid*

When Covid 19 first hit CBSA had just launched a tool library for low income families. The tool library funded by the National Lottery Community Fund, offered members of the scheme free tools for hire to enable home improvements, repairs and upcycling. Restrictions and lockdown meant that the library could no longer open but staff and volunteers really wanted to help people on the front line of the pandemic.

A call out from local NHS midwifes for equipment bags galvanised our staff and volunteers into action, and soon using sewing machines and other tool library equipment, CBSA staff and volunteers were making headbands and equipment bags for care and NHS workers. They then progressed to producing masks that were available free of charge to all our staff, participants and volunteers, helping them keep safe.

Our team of volunteers, all based at home, worked tirelessly collecting dontated materials, washing and ironing and sewing and delivering the final product.

As one of our volunteers Anne says:

"I have sewing skills I hadn't used for years, and it's lovely to feel I've been useful."

*Name and identifying details changed.

A.2.6 Policies and Procedures

The conduct of the Charity and our range of activities are guided by a comprehensive set of policies and procedures to ensure that its governance, financial management, security, management and operation are in keeping with best practice. All staff are aware of their responsibilities in relation to these policies, together with the expectation that they adhere to them in their day-to-day working.

All policies and procedures are reviewed by the Board of Trustees on an annual basis, unless legislative change dictates otherwise, or in the event of an incident that gives rise to a need for review of the provisions, interpretation and implementation of a policy.

A.2.7 Safeguarding

As a Charity working with vulnerable people of all ages, we take our responsibilities with regards safeguarding very seriously. This includes having well-established systems and processes to ensure that the safety and interests of those concerned are protected at all times. These include, but are not limited to, a *Child Protection and Safeguarding Policy* and a *Safeguarding Adults at Risk Policy*.

All Trustees and staff undergo the appropriate level of Disclosure and Barring Scheme checks upon appointment.

All staff undergo comprehensive safeguarding training on an annual basis, and are aware of the various forms of abuse that might occur and how these might manifest themselves, as well as the procedures to be adopted where these are suspected.

Policies set out clear systems for reporting suspected /actual cases of abuse, and their investigation and reporting in an appropriate manner.

A.2.8 Risk Management

The Trustees believe that they have identified the major risks to which the charity is exposed and how these risks can be mitigated. This has been aided by a robust risk management process. The process identifies the types of risks the Charity faces, prioritises them in terms of likelihood of occurrence and potential impact, identifies the means of managing these risks and monitors how they are managed. The risk register is reviewed quarterly, with relevant exemption reports presented to the Board. Trustees review the adequacy of protection against these risk and, where this appears insufficient, put in place appropriate procedures to mitigate them.

The biggest risk for the Charity continues to be our over-reliance on short-term and limited funding at a time when the demand for services grow. Therefore, an important strand of the Board's strategy is to continue to demonstrate the Charity's ability to provide added value as an organisation, whilst simultaneously demonstrating excellent outcomes and impact. At the same time, the organisation looks to expand its income streams and look for new sources of growth.

A.2.9 Ongoing Implications of the Covid 19 Pandemic

Like so many other charities, Covid has affected our ability to deliver services and creates some uncertainty regarding our finances whilst also increasing demand for our support. The impacts of lockdown, the pandemic and wider consequences are affecting people's living standards and levels of poverty, with associated impact on wellbeing and mental health, putting pressure on already stretched statutory services.

Our work and services adapted to virtual and increased digital delivery rapidly, including aspects of our training and participation work. Through this, we have been able to increase our support and meet increased demands. We are hugely indebted to our staff and volunteers, who continued to offer in-person support to those facing food insecurity and social isolation, always in line with government guidance. They have provided a lifeline to the people we serve.

We continue to call for the investment needed to renew rather than return to pre-Covid approaches, given the increased number of people dealing with all aspects of inequality and injustice, on top of the existing gaps in provision.

A.3 Public Benefit

As required by the Charities Act 2011, the Charity Commission for England and Wales issued its general guidance on the criteria it will use to determine whether a charity provides public benefit. The Board of Trustees has considered the relevant guidance and is satisfied that the organisation provides considerable public benefit, as demonstrated in this report. We have referred to the guidance when reviewing our purpose and mission and in planning future activities. In particular, consideration is given to how planned future activities will contribute to the delivery of public benefit. Thus, development activities and proposals for funding applications are presented to Trustees for approval based on their ability meet this requirement. In making their decisions, Trustees assure themselves that all proposals target members of the community who are experiencing social exclusion on the basis of one or more of the factors identified, or are at risk of doing so. At the same time, Trustees ensure that the outcomes of the Charity's work, and the public benefits that derive from it are demonstrable through qualitative, as well as quantitative research methodologies. Furthermore, Trustees assure themselves that no potential barriers to participation by the target groups exist, and that issues of equality and diversity are adhered to.

A.4 Objects and Aims

The Charity's objects are to develop the capacity and skills of members of socially and economically disadvantaged communities of Wales in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society, in particular but not exclusively by:

a) equipping disadvantaged or otherwise excluded people with the skills and competencies required to take responsibility for identifying and meeting their needs and those of the community;

b) the delivery of formal, informal and community education programmes that provide socially and economically disadvantaged people opportunities to gain nationally recognised qualifications and / or develop the knowledge, skills and competencies required for independent living and the labour market;

c) the promotion, provision and facilitation of volunteering, training and work experience opportunities to unemployed or underemployed people who are disadvantaged in the labour market.

In addition to any other powers it may have, the Charity has the following powers in order to further the Objects (but not for any other purpose):

a) to raise funds. In doing so, the Charity must not undertake any taxable permanent trading activity and must comply with any relevant statutory regulations;

b) to buy, take on lease or in exchange, hire or otherwise acquire any property and to maintain and equip it for use;

c) to sell, lease or otherwise dispose of all or any part of the property belonging to the Charity. In exercising this power, the Charity must comply as appropriate with sections 117 and 122 of the Charities Act 2011;

d) to borrow money and to charge the whole or any part of the property belonging to the Charity as security for repayment of the money borrowed. The Charity must comply as appropriate with sections 124 – 126 of the Charities Act 2011 if it wishes to mortgage land;

e) to co-operate with other charities, voluntary bodies and statutory authorities and to exchange information and advice with them;

f) to establish or support any charitable trusts, associations or institutions formed for any of the charitable purposes included in the Objects;

g) to acquire, merge with or to enter into any partnership or joint venture arrangement with any other charity;

h) to set aside income as a reserve against future expenditure but only in accordance with a written policy about reserves;

i) to employ and remunerate such staff as are necessary for carrying out the work of the Charity. The Charity may employ or remunerate a Director only to the extent it is permitted to do so by article 10 and provided it complies with the conditions in that clause;

j) to:
   i) deposit or invest funds;
   ii) employ a professional fund-manager; and
   iii) arrange for the investments or other property of the Charity to be held in the name of a nominee;

   in the same manner and subject to the same conditions as the trustees of a trust are permitted to do by the Trustee Act 2000;

k) to provide indemnity insurance for the Directors in accordance with, and subject to the conditions in, section 189 of the Charities Act 2011;

l) to pay out of the funds of the Charity the costs of forming and registering the Charity both as a company and as a charity;

m) to do all such other lawful things as are necessary for the achievement of the Objects.

A.5 Strategic Objectives, Activities and Achievements

This year saw the first year of our three-year strategy 2020-2023 with the following strategic aims identified by the Trustees:

- Continue to put people in the lead; designing our services with, not for, individuals and communities most affected by poverty, so together we create sustainable solutions.
- Deliver social, economic and environmental impacts that last; empowering individuals and communities to challenge poverty. Our Theory of Change sets out the change we want to see.
- Ensuring a fit for purpose organisation that allows us to function effectively and efficiently in order to deliver on our mission and strategic aims.
- Maintaining the financial health of the organisation.

A.5.1 Putting People in the Lead

In keeping with the Charity's name, the Centre for Building Social Action Ltd, we seek to develop the capacity of individuals and communities to develop and manage their own solutions to the challenges they face.

Key to this is co-production, defined by us as the equal sharing of power, agency and decision making with all those affected by a project, and with the local people, organisations and systems which support them.

During 2020/21 this work has continued as we have collaborated with participants, volunteers and other stakeholders co-designing, co-delivering and co-evaluating our projects and services.

A.5.2 Delivering Economic, Social and Environmental Impact

During 2020/2021 we have continued to deliver a range of projects under difficult circumstances, as Covid-19 necessitated we found new ways to reach people and communities.

We are pleased to note that during the year:

- 593 individuals of all ages were supported across all our activities to actively tackle the causes and symptoms of poverty.
- 473 individuals reported a positive impact from our support. This includes increases in self-confidence, self-belief and resilience deriving from participation in a range of activities.
- 293 gained new skills in a range of areas such as personal development and employability.
- We welcomed and valued the support of 42 volunteers, who provided a combined total of 4,290 hours of time to the organisation, and the people we support. Volunteers have worked as mentors, offered employability support, packed food boxes, helped sort toys and baby clothes, manufactured face masks and headbands, and worked in our gardens.
- Our Social Return on Investment review saw the organisation delivering a social return on investment in the range of £10.29 to £11.97 in the form of social and economic outcomes, including health and wellbeing, training and skills. That is for every £1 invested in the organisation we delivered at least £10.29 in added value.

In line with our theory of change, these are some of the changes we have supported people to make happen during the past year.

CBSA Theory of Change

CONTEXT	INPUTS	ACTIVITIES	OUTPUTS	SHORT-TERM OUTCOMES (during project lifetimes)	LONG-TERM OUTCOMES
Significant levels of poverty driven by: • Government policy decisions. • Low employment skills. • Low income and earnings. • Lack of support due to stretched services. • Low quality housing. • Poor quality / low paid employment opportunities. Leading to: • Poor physical and mental health. • Social isolation. • Child poverty. • Increased In-work Poverty. • Homelessness. • Food / Fuel Poverty. • Digital exclusion. • Increased debt levels.	• Assets and skills of local people and communities. • CBSA Team experienced in co-producing support for people affected by poverty and challenging circumstances. • Time and support from nearly 50 volunteers. • Premises in West Wales, including community gardening schemes. • Grant funding. • Income from property for reinvestment. • Business contributions.	Range of projects and activities in following areas: • **Social inclusion** – Food Hubs. – Food growing schemes. – Community lending schemes. – Befriending schemes. – Youth social action. programmes. • **Educational inclusion** – Alternative Learning Centre. – Youth and adult education and training. – Community capacity building. • **Economic inclusion** – Employability programmes. – Social Enterprise support.	• Sustainable support networks established for people affected by poverty. • 500+ people supported each year through activities to tackle causes and consequences of poverty. • Social return on investment of around £10.29 for every £1 invested in CBSA's projects. • Local people empowered to take the lead in designing support which meets their needs.	**Improved social inclusion** • Improved relationships. • Reduced isolation and loneliness. • Greater social networks. **Better educational outcomes** • New skills and qualifications. • Young people stay in education. • Progression to further learning. **Improved economic outcomes** • Reduced household expenses. • Reduced debt. • More individuals secure employment and improve employment. **Better mental wellbeing** • Improved wellbeing. • Increased confidence and self-esteem. • Improved resilience. • More positive attitude. **Improved physical health** • Improved health due to more fresh produce and better understanding of healthy lifestyles. • Environmental benefits. • Greater environmental awareness, resulting in less waste and reduced.	• Reduced poverty in West Wales. • Improved quality of life. • Improved life outcomes (e.g. better employment). • Environmental resources are maximised. • Reduction in health inequalities. • Increased social capital. • Increased community influence on local and central decision making and policy.

A.5.2.1 Improved Economic Outcomes

Today in Wales, one in four people – approximately 700,000 people – live in poverty. Poverty means not being able to heat your home, pay your rent, eat fresh, healthy food or buy the essentials for your children.

Jane's case study illustrates how important our Food Forward Membership scheme has been in helping her feed her family whilst maintaining dignity and self-esteem. For £5 per week, Jane and her family receive a food box with the emphasis on fresh nutritious food. The contents of the box, mainly surplus food which supermarkets have not sold, would retail at about £20, thus saving Jane in the region of £15 per week on her shopping.

Case Study: Improved Economic Outcomes*

Jane lives with her husband, three children and their dog. Prior to Covid 19 they just about managed and whilst money was tight they were able to cover essential costs. Then Covid 19 arrived, Jane lost her job and her husband Rhys's painting and decorating business ground to halt They went from just managing to experiencing huge financial challenges which culminated in them having to close down the business and enter administration. This put a huge emotional and financial burden on the whole family.

On one occasion Jane told CBSA staff, that due to a variety of problems, our food box was the only food they could afford that week. Fortunately, on that occasion staff were able to source additional assistance for Jane and her family that helped them overcome the immediate crisis.

The family have been open about how the food deliveries are a highlight of their week and their youngest son is always excited to see what is in the box. The service offered by Food Forward not only provides a weekly supplement to the food budget, but also much-needed human interaction during a time when the family felt isolated, let down and very alone.

Over a period of a year membership of Food Forward will save Jane and her Family nearly £800 – money that can be spent on other items of expenditure to help hard pressed budgets go that much further.

Jane says:

"Without CBSA we would have really struggled, they made the difference in eating and not eating. We are happy to make that little bit of a contribution because it makes you feel good about yourself – that you're not taking a hand-out."

*Names and identifying features have been changed

A.5.2.2 Improved Social Inclusion

We have been improving work readiness for the past 30 years, and during that time have helped over hundreds of people into employment or self-employment. This work continues, and whilst we understand that in-work poverty continues to increase, we also see good quality work as one of the best ways to not only help people to move out of poverty but to increase levels of inclusion, improve self-esteem and restore dignity. Kevin's story illustrates how we help people overcome long-standing barriers to employment helping them to gain sustainable jobs whilst helping him feel valued and improving social networks.

Case Study: Improved Social Inclusion*

Kevin was referred to our European Social Fund funded First Impression project by his work coach at the Job Centre, and when project staff met him, he was enthusiastic and had a strong desire to do well.

Kevin had struggled to find a job due to a lack of skills and experience. He hated school and left with no qualifications, and over the next 20 years was frequently in and out of work due to short term contracts. He became depressed and anxious, which led to long periods of ill health. He lived alone, had no close family, and often felt isolated and ignored.

Kevin embraced training, even though the pandemic meant that in-person sessions were not possible. He made the most of the opportunity to access our e-learning platform, which gave him access to over 100 certified training modules – all designed to improve the skills and knowledge needed for employment. When restrictions lifted he was able to gain a Level 3 qualification in First Aid.

Although the pandemic offered limited work options we were able to secure him a paid work placement within a local community project, helping people who needed additional support due to Covid. He proved to be a hardworking, reliable, dedicated.

At the end of his placement he was offered a permanent job and was welcomed as a valuable team member. His self-esteem improved as did his network of friends; stemming from the relationships he made in the workplace.

Kevin said:

"I really enjoy my work here, everyone is friendly and we are making a real difference to people who need help. It's not just helping others though; it's helped me so much. I'm looking forward to getting up again and going to work. I really like the people I work with, there's a great family feel to this place, and I have made friends and feel less lonely."

*Name and identifying features have been changed

A.5.2.3 Better Mental Well-being

There is a strong link between poverty and poor mental health. Living in poverty means waking up every day facing insecurity, uncertainty, and difficult decisions about money. It means facing marginalization because of financial circumstances. The constant stress overwhelms people, affects them emotionally and depriving them of the chance to play a full part in society.

Our National Lottery Community Fund project, Stronger Together, was able to help Melissa and her daughter get back on their feet after an unexpected crisis left them anxious, uncertain, and not knowing who to turn to for help.

Case Study: Better Mental Health*

Melissa got in touch with the CBSA in March of this year. Her eldest daughter had just given birth and had nothing ready for a baby. As her daughter had kept the pregnancy a secret, it was a complete surprise and nothing had been prepared for the new baby. Melissa, a widow with 3 children, lives in rural Carmarthenshire, has no transport and is dependent on sporadic public transport; which has been made worse due to the Covid pandemic. They had no wider family support and had no idea how they were going to manage with no money to buy even the basics for the new baby. Melissa already had 3 children to support on a very low income and this newest turn of events made her feel sick with worry, unable to cope and totally overwhelmed.

CBSA staff put together a parcel of new-born baby clothes, a fleece blanket and a baby carrier seat so that the baby could be safely carried around as they did not have a pram. The supplies were delivered to her door to make sure she had access to the items as soon as possible. The team at CBSA were also able to give her information on places that could offer her further support such as her nearest Family Centre. We were also able to provide information on accessing benefit support.

Melissa said:

"I am so grateful for all the support I have had from CBSA. I didn't know where to go, but you have helped me see that there is still help, even with Covid making everything so difficult. I didn't know there were family centres around – this is all so new to me as I have never had to ask for help before, thank you."

*Name and identifying features have been changed

Case Study: Improving Physical Health*

The Back2Basics food resilience programme is a 16-week programme that supports young people to learn about food shopping on a budget, safe food preparation, how to cook healthy, tasty meals and ways of reducing food waste. It also gives everyone on the programme an opportunity to learn about growing fruit and vegetables and to get their hands dirty at our growing scheme in Machynys learning how to grow fruit and vegetables. Also, the young people have the opportunity to try out their carpentry skills building paths, raised beds, and garden furniture and also how to grow a wide array of fruit and vegetables. All hard work that leads to healthy appetites.

As Mark said:

"Working in the garden has really helped my mental health and I also feel so much fitter. My favourite part was learning about plants and how best to grow them."

Tom before joining the project described himself as having the world's worst diet but after a few weeks on the programme said:

"Yeah it's been really good, I thought it would be boring but I really enjoyed learning about different foods, how to cook them. I really like the fact that you get to eat the meal at the end of the session and take home leftovers. I'm going to try and eat better now."

During lockdown the project also provided healthy food boxes to young people struggling on low incomes. When Will lost his job on a construction site, he had no money and it took time to secure benefit payments. Our weekly deliveries stopped him having to worry about where his next meal was coming from.

*Name and identifying features have been changed

A.5.2.5 Increased Environmental Benefits

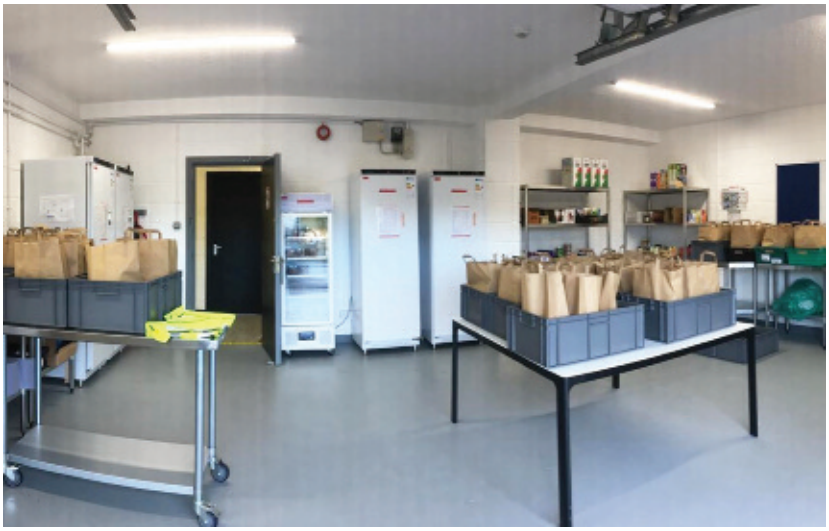
Most of the world today operates a "take, make, throw away" model. Consequently, two billion tons of solid waste are created every year, which is equivalent to five times the weight of all people on Earth.

CBSA's projects and services recognise that continued disregard for our environment is not sustainable. Our circular economy projects – be it the repurposing of surplus food, upcycling of second hand furniture, tool lending or reusing school uniforms – not only help people, but help the planet as well.

Our case studies illustrate how food destined for landfill can be repurposed to better use.

Case Study: Increased Environmental Benefits

The CBSA Food Forward team have built some strong and supportive relationships with surplus food suppliers, including the major supermarkets, small local businesses and farmers, as well as Fareshare, who provide generous donations of good, healthy food for our project. Food that would otherwise go to landfill. Weekly we are repurposing in excess of 450kg of food, a figure that continues to grow as membership increases.



The food received is collected from the supplier, then kept safely in our central store, dated and all kept in dry store or refrigerated as needed until delivery day. Then it's all hands on deck to pack bags for the Food Club members! Any excess food is diverted to our kitchens to cook up nutritious food for our community fridge.

Joanne is one of the families who receives a food box, and her little boy is always waiting at the door to see what surprises there are in the bag this week! Joanne and her family live in a rural location, and the cost of getting in to town to shop meant that she was spending more on transport than food, and she knew her family were missing out. The Food Club was the ideal solution to her problem, and she can now make meals from scratch when the fresh food bag is delivered.

Joanne also volunteers at one of our growing schemes, and takes all her food waste and scraps to the composting facility at the garden every week. Her children are excited to do this as not only are they reducing waste, they are learning how compost is made, how it will feed the plants at the garden and how the vegetables, herbs and fruits grow. Of course, the produce grown at the garden will one day be packed and sent to another family in a Food Forward Bag!

As Joanne remarked:

"Growing up on a farm I have experience of growing my own food and it is obvious that most of the produce being binned is perfectly edible! I'm a great believer in reducing food waste, and you're doing just that."

A.5.2.6 Better Educational Outcomes

At CBSA we passionately belief in the value of education and social mobility in alleviating child poverty by improving future educational outcomes. Additionally, poverty in the here and now can be alleviated by supporting low-income families access training.

During the year, we continued to deliver a range of accredited and unaccredited training including life skills, financial capability, capacity building programmes, alternative education, employability training, and personal development. Our case study highlights the work undertaken by our sister company.

Case Study: Better Educational Outcomes

After delivering Alternative Curriculum education for 17 years in 2017 CBSA set up an independent school to allow for the delivery of full time provision. Registered with the Welsh Government, The Alternative Education Centre, gives a second chance to hard to reach and disengaged young people with limited prospects. The centre helps them to gain qualifications and to move on to further education or work at the age of sixteen.

The majority of young people who attend the centre face multiple challenges. Some are in danger of becoming victims of sexual exploitation, others have substance abuse issues. Many have social / emotional difficulties, or are living with ADHD or autism.

Of the 15 year 11s that the school took on in their first year of operation, all of them predicted to become NEET (Not in Education, Employment or Training), every single one has gone on to further education, employment or training, which is truly astonishing. Year on year these astonishing results have been replicated.

As Luke says:

"It's so much better than school. I wouldn't go back to school. Everyone's nice here. I think I've learned more here than in school. I didn't like school, they didn't like me, and I played up and got sent out all the time. I come here every day. I'd even come here at the weekends if I could… but probably not Sunday though."

A.6 Ensuring a fit for Purpose Infrastructure

During the year we have continued our work to develop our organisational infrastructure. This has included:

Health and Safety: In order to ensure both legal and best practice compliance for our Human Resources and Health and Safety Requirements we entered into a contract with Citation to provide ongoing operational support. Already the contract is paying dividends, both in the level of expertise provided and the time we are able to save through having a central, easy accessible information resource.

Staff Development: We have also drawn up plans to invest in our staff development further and to ensure that members are happy, engaged and deriving enjoyment and job satisfaction from their work with CBSA. We see ourselves as a large family, and we want all our employees to feel that we are committed to not only their development as a member of our team, but also that we are invested in their health and wellbeing.

Monitoring and Evaluation: As an organisation, we are passionate about capturing what works and what does not work, and sharing that learning with our stakeholders. Our approach to monitoring and evaluation enables us to:

- Assess the impact of all our projects.
- Learn from experience.
- Communicate lessons learnt to a range of stakeholders.

In this way we can hold a mirror up to our practices and share our learning with our services users, funders, partners and those organisations that are equally passionate about making a real difference to the lives and livelihoods of people and communities.

During the year under review, we continued to apply stringent and robust monitoring processes in relation to all project activities in order to capture and utilise the following data:

- Number of participants recruited.
- Demographic data.
- Attendance and retention levels.
- Activities undertaken.
- Achievement.
- Progression and destinations.

The fact that these are undertaken on a continuous basis means that we are in a position to measure performance against performance indicators on an ongoing basis, thus allowing us to be able to immediately identify issues and take corrective active as required.

Data captured via monitoring also feed into our evaluation processes, which help to gauge the projects' effectiveness of delivery and longer-term impacts. These are amplified through a range of qualitative and quantitative methods and explanatory tools, with work undertaken by our qualified researchers.

Partnership and Collaborative Working: We are only too aware that individuals and communities have complex needs. Whether it's improving skills, tackling worklessness, growing local economies or strengthening the resilience of families – none of these issues can be tackled by a single organisation working in isolation.

During the year, we worked collaboratively with a range of organisations in the public, private and third sectors. Local businesses with aligned values donated time and physical resources. We worked productively and closely with various teams within our local authority, maximising the positive impact on the people using our services. Finally, we put together partnerships with other third sector organisations whose work complemented our own and brought new skills to the table.

This investment was repaid through alignment of services, new connections, the avoidance of duplication, effective use of resources, and effective cross-referral between agencies to best meet the needs of the people with whom we work.

A.7 Our Finances

Our income in 2020-21		%
Projects (Grant Funding)	£653,017	76.83
Donations	£6,633	0.78
Other Income	£190,318	22.39
Total Income	£849,968	100%

How we spent the money we received in 2020-21		%
Staff Costs	£370,288	44.32%
Building and Maintenance	£119,492	14.30%
Project / Activities Running Costs	£345,780	41.38%
	£835,560	100%

Our Reserves		%
Unrestricted	£513,994	59.33
Restricted	£352,260	40.67
Total Reserves	£866,254	100

A.7.1 Reserves and Reserves Policy

In formulating this policy CBSA has followed the Charity Commission guidelines to developing a reserves policy. Namely, it has:

- Defined the nature of charitable reserves held.
- Identified functional assets.
- Understood the financial impact of risk.
- Reviewed its sources of income.
- Looked at future plans and commitments.

Restricted Funds

CBSA delivers upward of a dozen charitable or grant funded projects. These projects are funded via restricted funds and are for the sole use of designated projects.

Unrestricted Funds

Typically, these funds are expendable at the discretion of the Trustees in furtherance of the charity's objects, and may be designated for a particular project or purpose. However, the majority of CBSA's unrestricted funds are held in the form of fixed assets and thus cannot be used for this purpose. At the current time the unrestricted funds available at short notice – 'free reserves' – are represented by the net current assets less the current liabilities.

Our Reserves Policy

The Board of Trustees has reviewed the charity's need for reserves in line with the guidance issued by the Charity Commission. It believes that the charity should hold financial reserves because there is no guarantee of regular income from grant funders. In setting our reserves figure, the Board recognises that our restricted funding is ring-fenced for the delivery of our projects. Thus free reserves are needed to cover the costs of our core management team and associated running costs.

The current policy, approved in March 2020, targets free reserves to be maintained within a range of three to six months' unrestricted operational expenditure. We will work to achieve the upper point of this range over the next three years.

A.8 Challenges and Future Priorities

Each year, within the remit of our Strategic Plan 2020-2023, we set key strategic priorities for the new financial year to further strengthen our ability to withstand pressures and maximise opportunities.

In late 2020 our Board of Trustees scrutinised our Strategic Business Plan and considered the lessons of the past year and the experiences of Covid 19.

The review highlighted a number of challenges:

- Increased demand for our services.
- Pressure on resources and a challenging funding environment.
- Competitive fundraising environment.
- Recruitment of staff to short term contracts.
- Regional and local policy direction.

Recognising we live in unprecedented times, it was decided that our immediate priorities would focus on the ways in which we could support the most vulnerable members of the community in the face of the pandemic. Where possible, short-term funding would be secured to enable these to be delivered.

Our strategic objectives remain unchanged – specifically

- Continue to put people in the lead; designing our services with, not for, individuals and communities most affected by poverty, so together we create lasting solutions.
- Deliver social, economic and environmental impacts that last; empowering individuals and communities to challenge poverty. Our Theory of Change sets out the journey.
- Ensuring a fit for purpose organisation that allows us to function effectively and efficiently in order to deliver on our mission and strategic aims.
- Maintaining the financial health of the organisation.

Activities to deliver these objectives during 2021/22 include:

- **Impact:** developing and delivering services that put people and their futures at the heart of what we do enabling people to thrive and not simply survive.
- **Co-production:** continuing to work closely with communities to identify their perceived needs and co-designing and co-delivering projects that address these priorities.
- **Financial Stability:** continuing to diversify income streams to include corporate sponsorship, social investment and community giving in addition to grants and contracts.
- **Measuring Change:** ensuring that our monitoring and evaluation systems and procedures continue to be sufficiently robust to demonstrate the effectiveness of our work and to evidence their longer-term impacts and additionality.
- **Partnerships:** developing mutually beneficial partnerships to develop innovative services that meet the needs of individuals and communities.
- **People:** continuing to develop staff to ensure that they are best able to serve the communities with which they work.

A.9 Our Funders

Our thanks to our funders

CAF
Charities Aid Foundation

CRONFA GYMUNEDOL COMMUNITY FUND

UNDEB EWROPEAIDD EUROPEAN UNION
Llywodraeth Cymru Welsh Government
Cronfa Gymdeithasol Ewrop
European Social Fund

FareShare
fighting hunger, tackling food waste

Buddsoddiad Cymdeithasol Cymru
Social Investment Cymru

Cynllun Cymunedau y Dreth Gwarediadau Tirlenwi
WCVA CGGC
Ariennir gan Lywodraeth Cymru
Funded by Welsh Government
Landfill Disposals Tax Communities Scheme

WCVA
CGGC
Active Inclusion Fund
Cronfa Cynhwysiant Gweithredol

WCVA
CGGC

Llywodraeth Cymru
Welsh Government

The Centre for Building Social Action Limited
The Lord Arthur Rank Centre
Trostre Road
Llanelli
SA14 9RA

www.cbsa.org.uk

Connect

twitter.com/CBSA_UK

Facebook.com/cbsawestwales

Instagram/cbsallanelli

REGISTERED COMPANY NUMBER: 02633128 (England and Wales)
REGISTERED CHARITY NUMBER: 1188696

TRUSTEES' REPORT AND

UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

FOR

THE CENTRE FOR BUILDING SOCIAL ACTION LTD

Charles & Co
Chartered Certified Accountants
3 Murray Street
Llanelli
Carmarthenshire
SA15 1AQ

THE CENTRE FOR BUILDING SOCIAL ACTION LTD

CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2021

	Page
Trustees' Report	1
Independent Examiner's Report	2
Statement of Financial Activities	3
Balance Sheet	4 to 5
Notes to the Financial Statements	6 to 16
Detailed Statement of Financial Activities	17

THE CENTRE FOR BUILDING SOCIAL ACTION LTD

TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2021

The Trustees are pleased to present their annual Directors' Report together with the financial statements of the Charity for the year ending 31st March 2021. They are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The Charity Commission entered the Company onto the Register of Charities with the Registered Charity Number 1188696 in March 2020.
The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) as amended for accounting periods from 1 January 2016.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
02633128 (England and Wales)

Registered Charity number
1188696

Registered office
The Lord Arthur Rank Centre
Trostre Road
Llanelli
Carmarthenshire
SA149RA

Trustees
F S Roberts
J Lewis Consultant
G Davies New Business Director
D J Powell Chief Executive
P Freeman Retired
A J Parry Health Manager (resigned 15.9.20)
Reverend J E Phillips (appointed 16.10.20)

Company Secretary
Mrs J Morgan

Independent Examiner
Charles & Co
Chartered Certified Accountants
3 Murray Street
Llanelli
Carmarthenshire
SA15 1AQ

Approved by order of the board of trustees on 27th May 2021 and signed on its behalf by:

Sir John Roberts

F S Roberts - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE CENTRE FOR BUILDING SOCIAL ACTION LTD

Independent examiner's report to the trustees of The Centre for Building Social Action Ltd ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st March 2021.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of A.C.C.A. which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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

R. A. Williams
A.C.C.A.
Charles & Co
Chartered Certified Accountants
3 Murray Street
Llanelli
Carmarthenshire
SA15 1AQ

27th May 2021

THE CENTRE FOR BUILDING SOCIAL ACTION LTD

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2021

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	105,523	633,630	739,153	483,051
Investment income	3	118,604	-	118,604	110,134
Total		224,127	633,630	857,757	593,185
EXPENDITURE ON					
Raising funds	4	-	-	-	10,805
Charitable activities	5				
Beneficiary Support		228,553	607,007	835,560	554,191
Total		228,553	607,007	835,560	564,996
NET INCOME/(EXPENDITURE)		(4,426)	26,623	22,197	28,189
RECONCILIATION OF FUNDS					
Total funds brought forward		526,210	325,636	851,846	823,657
TOTAL FUNDS CARRIED FORWARD		521,784	352,259	874,043	851,846

The notes form part of these financial statements

THE CENTRE FOR BUILDING SOCIAL ACTION LTD

BALANCE SHEET
31ST MARCH 2021

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Intangible assets	11	76,374	-	76,374	101,832
Tangible assets	12	621,919	258,750	880,669	942,669
		698,293	258,750	957,043	1,044,501
CURRENT ASSETS					
Debtors	13	10,615	-	10,615	109,714
Cash at bank and in hand		9,991	93,509	103,500	62,533
		20,606	93,509	114,115	172,247
CREDITORS					
Amounts falling due within one year	14	(7,568)	-	(7,568)	(164,475)
NET CURRENT ASSETS		13,038	93,509	106,547	7,772
TOTAL ASSETS LESS CURRENT LIABILITIES		711,331	352,259	1,063,590	1,052,273
CREDITORS					
Amounts falling due after more than one year	15	(189,547)	-	(189,547)	(200,427)
NET ASSETS		521,784	352,259	874,043	851,846
FUNDS	18				
Unrestricted funds				521,784	526,210
Restricted funds				352,259	325,636
TOTAL FUNDS				874,043	851,846

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

continued...

BALANCE SHEET - continued
31ST MARCH 2021

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

The financial statements were approved by the Board of Trustees and authorised for issue on 27th May 2021 and were signed on its behalf by:

F S Roberts - Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. This is not consistent with prior years. The financial statements have been prepared under the historical cost convention.

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows;
- the requirement of paragraph 3.17(d);
- the requirements of paragraphs 11.42, 11.44, 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c);
- the requirements of paragraphs 12.26, 12.27, 12.29(a), 12.29(b) and 12.29A;
- the requirement of paragraph 33.7.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Intangible assets/ intellectual property
Intellectual property represents costs incurred in Research and development time and resources spent on generating knowledge and information on new projects The CBSA will tender for from ESF and The big Lottery, the economic benefit of which is expected to flow to the corporation in future periods, usually the next four financial years. As such each year's capitalised cost is written off over four years commencing in the following financial year.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Foothold Enterprise Village	- not provided
The Business Centre	- at varying rates on cost
The Lord Arthur Rank Centre	- not provided
Plant and machinery	- 20% on cost
Fixtures and fittings	- 20% on cost
Motor vehicles	- 20% on cost
Computer equipment	- 20% on cost

Fixed Assets purchased with restricted funds are expensed in the year of purchase.

Taxation
The charity is exempt from corporation tax on its charitable activities.

continued...

1. ACCOUNTING POLICIES - continued

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments
The interest element of these obligations is charged to the Statement of Financial Activities over the relevant period. The capital element of the future payments is treated as a liability.

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

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	6,633	50
Grants	660,806	420,184
Fees Received	-	24,628
Overhead Recovery	71,714	38,189
	739,153	483,051

Grants received, included in the above, are as follows:

	2021	2020
	£	£
Other grants	660,806	420,184

3. INVESTMENT INCOME

	2021	2020
	£	£
Rents received	118,604	110,134

continued...

4. RAISING FUNDS

Investment management costs

	2021	2020
	£	£
Support costs	-	10,805

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Beneficiary Support	826,088	9,472	835,560

6. SUPPORT COSTS

	Finance
	£
Beneficiary Support	9,472

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Depreciation - owned assets	62,000	2,000
Hire of plant and machinery	14,991	17,797
Development costs amortisation	25,458	33,944

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st March 2021 nor for the year ended 31st March 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st March 2021 nor for the year ended 31st March 2020.

9. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	331,481	230,625
Social security costs	28,257	19,656
Other pension costs	10,550	9,187
	370,288	259,468

continued...

9. STAFF COSTS - continued

The average monthly number of employees during the year was as follows:

	2021	2020
Management	4	3
Administration	2	1
Beneficiary Support	9	6
Other	2	1
	17	11

No employees received emoluments in excess of £60,000.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	208,495	274,556	483,051
Investment income	110,134	-	110,134
Total	318,629	274,556	593,185
EXPENDITURE ON			
Raising funds	10,805	-	10,805
Charitable activities			
Beneficiary Support	255,518	298,673	554,191
Total	266,323	298,673	564,996
NET INCOME/(EXPENDITURE)	52,306	(24,117)	28,189
RECONCILIATION OF FUNDS			
Total funds brought forward	473,904	349,753	823,657
TOTAL FUNDS CARRIED FORWARD	526,210	325,636	851,846

continued...

11. INTANGIBLE FIXED ASSETS

The Research and Development work undertaken by the organization during the financial year 2019/2020 is developmental work. In line with the mission of the organization our developmental work focuses on tackling social and economic exclusion. It does this through developing innovative projects which support individuals to make a positive social and economic contribution to society whilst increasing resilience and restoring self-belief. Once the project is developed, investment to bring that project to market is sought through philanthropic sources including various funding bodies.
Developmental expenditure as it relates to each project, is clearly defined and there is a reasonable expectation, based on historic work and knowledge of the market that it will lead to philanthropic investment over and above the developmental expenditure.
Amortization is on a straight-line basis for each project over a three-year period, reflecting CBSA's developmental cycle.
Reviews of development expenditure will take place at the end of each accounting period and is written off, project by project, prior to the 3 years if at any time expenditure is deemed irrecoverable.

12. TANGIBLE FIXED ASSETS

	Foothold Enterprise Village £	The Business Centre £	The Lord Arthur Rank Centre £	Plant and machinery £
COST				
At 1st April 2020 and 31st March 2021	314,290	358,750	305,630	234,821
DEPRECIATION				
At 1st April 2020	-	40,000	-	234,821
Charge for year	-	60,000	-	-
At 31st March 2021	-	100,000	-	234,821
NET BOOK VALUE				
At 31st March 2021	314,290	258,750	305,630	-
At 31st March 2020	314,290	318,750	305,630	-

	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST				
At 1st April 2020 and 31st March 2021	15,041	18,699	14,819	1,262,050
DEPRECIATION				
At 1st April 2020	15,041	14,700	14,819	319,381
Charge for year	-	2,000	-	62,000
At 31st March 2021	15,041	16,700	14,819	381,381
NET BOOK VALUE				
At 31st March 2021	-	1,999	-	880,669
At 31st March 2020	-	3,999	-	942,669

continued...

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade debtors	10,615	109,714

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Bank loans and overdrafts (see note 16)	-	154,837
Trade creditors	7,504	808
Social security and other taxes	-	5,733
Accrued expenses	64	3,097
	7,568	164,475

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2021	2020
	£	£
Bank loans (see note 16)	152,528	189,429
Other loans (see note 16)	30,347	-
Hire purchase (see note 17)	1,589	3,168
Property Bonds	5,083	7,830
	189,547	200,427

16. LOANS

An analysis of the maturity of loans is given below:

	2021	2020
	£	£
Amounts falling due within one year on demand:		
Bank overdrafts	-	154,837
Amounts falling due between two and five years:		
HSBC Loan 2	55,000	55,000
HSBC Flexible Business Loan	47,528	134,429
WCVA Resilience Fund Loan	30,347	-
	132,875	189,429
Amounts falling due in more than five years:		
Repayable by instalments:		
HSBC BBL	50,000	-

continued...

17. LEASING AGREEMENTS

Minimum lease payments under hire purchase fall due as follows:

	2021	2020
	£	£
Net obligations repayable:		
Between one and five years	1,589	3,168

18. MOVEMENT IN FUNDS

	At 1.4.20	Net movement in funds	At 31.3.21
	£	£	£
Unrestricted funds			
General fund	526,210	(4,426)	521,784
Restricted funds			
ST	5,358	2,685	8,043
B2B	13	3,966	3,979
BTC	42	7,236	7,278
VIW	1,473	(1,473)	-
STEBO	318,750	(60,000)	258,750
YFS	-	21,739	21,739
WUTW	-	8,504	8,504
FF2	-	9,173	9,173
RES2	-	34,793	34,793
	325,636	26,623	352,259
TOTAL FUNDS	851,846	22,197	874,043

continued...

18. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	224,127	(228,553)	(4,426)
Restricted funds			
ST	106,600	(103,915)	2,685
B2B	98,045	(94,079)	3,966
BTC	46,436	(39,200)	7,236
VIW	-	(1,473)	(1,473)
STEBO	-	(60,000)	(60,000)
B2B - C19	28,303	(28,303)	-
YFS	112,421	(90,682)	21,739
YFS -C19	32,736	(32,736)	-
WUTW	39,911	(31,407)	8,504
FF1	37,100	(37,100)	-
RES1	56,250	(56,250)	-
FF2	41,035	(31,862)	9,173
RES2	34,793	-	34,793
	633,630	(607,007)	26,623
TOTAL FUNDS	857,757	(835,560)	22,197

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	473,904	52,306	526,210
Restricted funds			
ST	22,271	(16,913)	5,358
B2B	8,732	(8,719)	13
BTC	-	42	42
VIW	-	1,473	1,473
STEBO	318,750	-	318,750
	349,753	(24,117)	325,636
TOTAL FUNDS	823,657	28,189	851,846

continued...

18. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	318,629	(266,323)	52,306
Restricted funds			
ST	130,897	(147,810)	(16,913)
B2B	112,973	(121,692)	(8,719)
BTC	10,741	(10,699)	42
VIW	19,945	(18,472)	1,473
	274,556	(298,673)	(24,117)
TOTAL FUNDS	593,185	(564,996)	28,189

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	473,904	47,880	521,784
Restricted funds			
ST	22,271	(14,228)	8,043
B2B	8,732	(4,753)	3,979
BTC	-	7,278	7,278
STEBO	318,750	(60,000)	258,750
YFS	-	21,739	21,739
WUTW	-	8,504	8,504
FF2	-	9,173	9,173
RES2	-	34,793	34,793
	349,753	2,506	352,259
TOTAL FUNDS	823,657	50,386	874,043

continued...

18. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	542,756	(494,876)	47,880
Restricted funds			
ST	237,497	(251,725)	(14,228)
B2B	211,018	(215,771)	(4,753)
BTC	57,177	(49,899)	7,278
VIW	19,945	(19,945)	-
STEBO	-	(60,000)	(60,000)
B2B - C19	28,303	(28,303)	-
YFS	112,421	(90,682)	21,739
YFS -C19	32,736	(32,736)	-
WUTW	39,911	(31,407)	8,504
FF1	37,100	(37,100)	-
RES1			
FF2	56,250	(56,250)	-
RES2	41,035	(31,862)	9,173
	34,793	-	34,793
	908,186	(905,680)	2,506
TOTAL FUNDS	1,450,942	(1,400,556)	50,386

19. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st March 2021.

20. RESTRICTED FUNDS KEY

The Key to our restricted funds is as follows:

ST- The Big Lottery Fund funding our Stronger Together project.

B2B- The National Lottery Community Fund funding our Back 2 Basics Project.
B2B-C19- The National Lottery Community Fund funding our Back 2 Basics Project Covid 19 support.

#BTC- The National Lottery Community Fund funding our #Be the Change Project.

VIW- WCVA Volunteering in Wales funding our Best Friends Project.

STEBO- Long term lease of property in Stebonheath Terrace Llanelli.

YFS- The National Lottery Community Fund funding our Y Fasged Siopa Project.
YFS C-19- The National Lottery Community Fund funding our Y Fasged Siopa Project Covid 19 support.

WUTW- The Welsh Government's Landfill Disposals Tax Communities Scheme, administered by WCVA funding our Wise Up to Waste Project.

continued...

20. RESTRICTED FUNDS KEY - continued

FF1- Voluntary Services Emergency Fund (VSEF), administered by WCVA funding our Food Forward 1 Project.

RES1- Funded by theThird Sector Resilience Fund for Wales Scheme, administered by WCVA.

FF2-Voluntary Services Recovery Fund (VSRF),administered by WCVA funding our Food Forward 2 Project.

RES2- Funded by the Third Sector Recovery Fund for Wales Scheme, administered by WCVA.

THE CENTRE FOR BUILDING SOCIAL ACTION LTD

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2021

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	6,633	50
Grants	660,806	420,184
Fees Received	-	24,628
Overhead Recovery	71,714	38,189
	739,153	483,051
Investment income		
Rents received	118,604	110,134
Total incoming resources	857,757	593,185
EXPENDITURE		
Charitable activities		
Wages	331,481	230,625
Social Security	28,257	19,656
Pensions	10,550	9,187
Staff Travel, Training & Subs	14,991	17,797
Rent & Utilities	60,780	27,945
Insurance	12,937	10,571
Beneficiary Support	25,304	7,571
Project Running Costs	192,018	149,471
Repairs & Renewals	29,884	19,531
Cleaning &Laundry	28,828	12,672
Accountancy	3,600	3,600
Development costs	25,458	33,944
Short leasehold	60,000	-
Motor vehicles	2,000	2,000
	826,088	544,570
Support costs		
Finance		
Bank charges	5,468	2,017
Bank interest	1,941	9,026
Bank loan interest	2,063	9,383
	9,472	20,426
Total resources expended	835,560	564,996
Net income	22,197	28,189